nomenon over the past few years. Scholars from across the disciplinary spectrum have discovered "multiculturalism." Some have redirected their studies and have begun teaching courses on non-Western subjects. Books on Native-American creation myths have experienced a marketing boom. Faculty members steeped in Western European traditions talk excitedly over lunch tables about the "Other." Some scholars have experienced profound shifts in their personal world views after realizing that other complex "ways of seeing" exist.

Oddly enough, though, most of the scholarly discourse seems to be among new converts to multiculturalism; one would think no one had studied cultures and societies beyond the Euro-American sphere before. Yet anthropologists have been studying other cultures for the past century or so.

The very issues that engage the new multiculturalists-the concept of culture, cultural relativism, the interpretation of other systems of thought, and so onhave been central to anthropology throughout this century. Anthropologists have pondered and argued most of the questions with which the new multiculturalists now grapple at clementary levels.

In fact, anthropologists already have done a lot of the work that might help multiculturalists bring the perspectives of other cultures into their disciplines. Many anthropologists have spent years living among and studying "others." They have listened, grappled with unfamiliar languages, and, at times, undergone egobruising tutelage by the people whose lives and wisdom they hoped to fathom. Although these scholars may not have found all the answers, they certainly have explored and helped to refine many of the questions now being discussed. Why, then, are they ignored?

When the heads of anthropology departments throughout the United States and Canada gathered at the American Anthropological Association's annual meeting in November, we found that most of us had experienced the same thing: Colleagues in various departments had discovered multiculturalism and had begun devising programs, revising curricula, writing proposals, and holding seminars without consulting or including anthropologists. Some of us were relieved, perversely, to find that our exclusion was not some unique manifestation of campus politics at our own institutions but a more widespread phenomenon.

One explanation for our exclusion might be the reluctance to acknowledge previous inhabitants when people claim new territory. Recognizing that anthropologists have cultivated this ground for generations would imply that to develop an understanding of other cultures, rion-anthropologists would have to read lots of anthropology-a daunting prospect, at best.

Ironically, it is the anthropologists who assert that they have much to offer multicultural studies who are likely to be accused of being territorial. Anthropologists do not claim cross-cultural studies as our exclusive domain; we are pleased to see colleagues in other disciplines acknowledging the value of such a perspective. But many of us are concerned that some of the new work is being done poorly.

One result of anthropological work in this century has been to help dispel the exoticism that so fascinated and titillated our predecessors. In trying to understand "others" as human beings who cope with concrete problems, often through ingenious strategies, we have come to see them as less mysterious, but more interesting, three-dimensional beings of the same human substance as ourselves. Much of the new reverence for diversity, ironically, is based on superficial glimpses that keep the other at arm's length, preserving and even heightening the sense of mystery and fundamental difference. There appears to be some danger of turning the clock back to an earlier intellectual era when it was assumed that "never the twain shall meet."

Some anthropologists have fallen victim to the "handmaidens of colonialism" cliché, which accused them of identifying too closely with colonial governments whose approval they required to do their research. Seizing on self-criticism within the discipline in the late 1960's, some scholars in other fields have taken the anthropology done a half a century ago-or some inaccurate version of it—as representative of the "state of the art." Even the critics in the 60's often ignored the extent to which earlier scholars had worked to support indigenous peoples against colonial governments that neither the scholars nor the local peoples could abolish. Since at least the 60's, most anthropologists have considered themselves answerable to the people with whom they have worked, often trying to help them and acting as their advocates.

But some people in disciplines that only recently have begun examining the world outside of Europe and North America feel justified in placing anthropology outside the category-albeit specious-of the "politically correct." Such condescension is especially ironic coming from social scientists, some of whom have long records of collaborating with governments and international agencies in promoting "development" projects to enhance third-world economies through such means

"The new multiculturalists' concept of culture is often simplistic.

Despite their genuflection to the validity of other cultures, they fail to comprehend their complexity."

as cash cropping and hydro-electric projects, often to the detriment of indigenous local populations.

Anthropologists, in fact, have more often criticized than supported colonial and neo-colonial governments—which may explain why few have been hired as consultants in international-development schemes.

While some of the new multiculturalists may recognize that anthropologists have done a good deal of analysis of non-Western cultural systems, they often rely on a more visceral approach. They communicate a sense that one can bypass tedious scholarly discussions of kinship systems, economic patterns, and foodgetting strategies of "others" and go straight for what it "feels like" to be one of them.

A perception seems to exist that this empathetic grasp is attainable through short, vivid descriptions and insightful anecdotes depicting slices of life in exotic locales. It is not surprising that many of the new multiculturalists are English professors, armed with the tools of deconstruction to help them venture beyond the traditional English and American literature. And it is no accident that one of the few anthropological work has been welcomed into many of the new reading lists is the erudite Clifford Geertz of the Institute for Advanced Study at Princeton. He popularized the ideographic "thick description," which draws the reader into the minute fabric of life in a small community. Unfortunately, though, little of Mr. Geertz's work appears on reading lists beyond superficial samplings in palatable doses. Par more students read his "Balinese Cock Fight" article than his book The Religion of Java, a grander and more comprehensive tome that, with some effort, offers a deeper understanding of a non-Western intellectual tradition.

As well-meaning as the multiculturalists may be. their natveté has unfortunate consequences. They

tivism. They may assume that refraining from negative value judgments for the purpose of understanding of tural phenomena means that they must make universily positive judgments, with the implication that an thing anybody does anywhere is good. Not surprising ly, many of them are troubled by this. Cultural relativism does not, however, mean that all huma behavior merits approval. It only means that to under stand what people do, it is more useful to ask why the do it than to decide whether or not they should.

THE NEW MULTICULTURALISTS' concept of culture is often simplistic. Most typically, despite their genufication to the validity of other cultures, they fail to comprehend their complexity. This often shows up in assumptions the one can sample other cultures through brief encounters. For example, one proposal for a multicultural program proposed by faculty members at my insimtion included faculty trips of three to six weeks to lide and Africa to "encounter the 'other' in a visceal way." The same proposal stated that students should be encouraged to select the "best" in both Westernand non-Western cultures. The basis on which student would make this selection was not stated. The olicia were unspecified, but, presumably, they were assumed and absolute. This proposal also stated that while Western thought, drawn from the Enlightenment, onphasizes reason and rationality, non-Western though is based on "tradition," which, by implication, is not particularly rational but sanctified through unquestoing acceptance over generations.

The ethnocentrism in these positions, although iron ic, is not particularly mean-spirited and almost certainly unintentional. It is a consequence, mostly, of fol having done enough homework. But that is a serious shortcoming. Such a perspective implies that whileon must study a great deal to understand physics, foreample, one can grasp complex and unfamiliar human phenomena through intuition and empathy. New Agr thought finally has found a place in academe.

This visceral approach to cultural systems seems to draw upon a romanticism that can lead in rather frighening directions. The sense of the "timeless heritage" of "traditional peoples," albeit respectful, is just a short step from the ethnic essentialism-and related ideas of inherent cultural qualities—that took a decidedly ugly turn in Germany earlier in this century. Atis worst, this romanticism tends to blur the distinction between culture and race-a distinction that anthropologists thought we had established several generations ago. Although multiculturalists would recoil from such implications, the tendency to view non-Western cultures as stable, tradition-bound, timeless entities shifts us dangerously back toward viewing the others as beings who are profoundly and inherently different from

Most anthropologists were pleased a few years ago at our colleagues' emerging interest in cross-cultural understanding. Most of us still applaud the idea and hor that we can play a part. But many of us are taken aback by our empty dance cards. And we are appalled at the reappearance of 19th-century concepts that were superseded-or should have been-generations ago.

Let's make better use of the knowledge we've acquired so far, including the mistakes of the past. We. should approach the study of cultural diversity as seriously as we would approach other fields of study, many of which are far less complex and far less important.

Richard J. Perry is professor and chair of anthropology at St. Luwrence University and author of Western Apache Heritage: People of the Mountain Corridor (University of Texas Press, 1991).



THE CHRONICLE

of Higher Education.

March 11, 1992 • 82.75 Volume XXXVIII, Number 27

Unquote

News Summary: Page A3

"The serious damage, as far as antiquities are concerned, is to the whole structure of society, and not so much from the war itself." An archaeologist, on damage to Iraqi antiquitles: A7

During the cold war, a mentality of secrecy at DOE kept the lid n most records. Now that the cold war is over, the rationale for secrecy has vanished." A scholar who wents the Energy Department to release documents on nuclear research: A6

'I'm not going to wear high heels. I'm only going to humiliate myself so much. If they hire someone you're not, ther you'll be unhappy." An artist in search of a job: A12

"The message the university is sending is the elevation of race as the primary element in our lives." A student critic of Borkeley's new "American Cultures" requirement: A1

You're learning about real things. You can look around and see it in the dorms or everywhere." A student at Berketoy: A1

'Any effort to return to what has failed will be signing the death warrant of hope for you, the youth of South Africa." South African President F. W. de

Klerk, in a college speech: A35

A major issue for the 90's is the fact that the current system for financing public higher education is not working well A professor of economics: A29

knew very early on that business as usual in basketball was in onflict with the academic goals I had for this university." The president of UNLY: A33

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Foreign Students Said to Get Aid Preference Over U.S. Minorities

But some graduate-school officials challenge data on doctoral study

By DEBRA E. BLUM

American universities have been accused of favoring foreign graduate students over American minority students, particularly blacks, in awarding money for doctoral study.

Frank L. Morris, dean of graduate studies and research at Morgan State University, made the charge in a speech at a meeting of the Council of Graduate Schools. Citing a study he conducted, Mr. Morris said he found that in every field of doctoral and professional study-even in fields where American minority students outnumber international students-universities provided more money to the latter than they did to blacks and some other American minority-group members.

Spurred by Mr. Morris's report on his study, a group of black-college administrators has started to lobby federal legislators to deal with the issue. But other highereducation officials have criticized the report, saying that it misinterprets and overlooks some data on graduate education.

Using data from the National Research Council, Mr. Morris says he found that in 1990) universities were the primary source of doctoral support for almost 70 per cent of international doctoral students. At the same time, institutions were the primary source of support for fewer than 25 per cent of black students seeking doctorates.

Even in the field of education, where about one-hulf of all black Ph.D. recipients achieve their doctorates, universities were much more likely to provide substantial support to international students than to blacks, the report says. In 1990 universities were the primary source of support for 12 per cent of the black students who received doctorates in education and 28 per cent of the international students, according to the report.

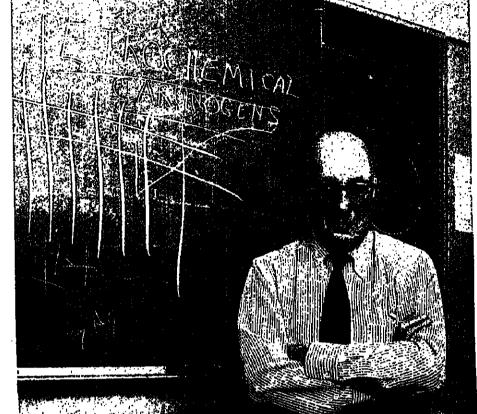
Challenge From Academe

In that year, 9,398 non-U.S. citizens received doctorates in all fields at American universities, while 2,236 American in bers of minority groups received a Ph.D.

"We are not against our international students," Mr. Morris says. "But American universities clearly have a preference for international diversity rather than diversity from among our own internal ranks, and as long as they can easily recruit international students and there are no incentives to bring in American minorities. the disparities will continue."

The report, "American Minorities and International Students: Striking What Balance?," has been challenged by some university observers and administrators.

"I agree with his overall premise-that Continued on Page A30



Battle Over the Future of Cancer Research

Some scientists, such as the University of Illinois's Samuel Epstein, say the government's priorities for cancer research are misplaced. Story on Page A25.

Faculty Members at Berkeley Offer Courses to Satisfy Controversial 'Diversity' Requirement

By DENISE K. MAGNER

BERKELEY, CAL.

Students in Michael Rogin's politicalscience course this semoster are reading The Last of the Mohicans and A Zora Neale Hurston Reader. They're talking

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The interest rate for the largest U.S. studentloan program has been frozen at 8 per cent, even as other rates have fallen to the lowest level in nearly 20 years. Story on Page A23.

about Puritans and New England Indian tribes in the 17th century and blacks and Jews in the early 20th century.

In between those topics, his class at the University of California at Berkeley deals with slaves, Southern Indian tribes, and whites in the early 19th century.

Although it may not be immediately upparent, there is a common thread in the course, which is among the first designed to satisfy Berkeley's new undergraduate "American Cultures" requirement. Called "Race, Ethnicity, and the Formation of American Identities," the course examines the way these different groups interacted-sometimes peacefully, sometimes violently-at different times in America.

'An American Identity'

Starting this academic year, every freshman who enters Berkeley must take a course examining how American history. society, and identity have been shaped by the nation's diverse cultural make-up.

Many colleges and universities now require students to take courses related to race and ethnicity, but the architects of Berkeley's requirement say theirs is unique. It's not an ethnic-studies requirement, they insist, and it's not a mandatory course on racism or third-world cultures.

Instead, says L. Ling-chi Wang, chairman of Berkeley's ethnic-studies department, "through the American Cultures

Continued on Page A16

For more information.

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call 1-800-582-SAAB. On the road, it's among the most agile of sports sedans, capable of uncanny grace under the pressure of serpentine roadways—a driver's car powered by the largest engine Saab ever built.

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tion wagons. Fold down The Saab 900 Series: From \$19,880 to \$36,230: its split rear seats, and there's 56.5 cu. ft. of cargo The Saab 9000 Series: From \$25,465 to \$37,615. space, enough to carry everything from a playpen

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Research

This Week in The Chronicle

PROTEST OVER ENERGY DEPARTMENT RECORDS

Scholars contend that the agency has been too slow to open up historical and scientific documents related to nuclear weapons and energy: A6

A YEAR AFTER THE GULF WAR

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- The first scholarly books on the Persian Gulf crisis are beginning to appear: A8

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A controversial required course examines how American history, society, and identity have been shaped by the nation's diverse cultural make-up: Al

UNDERMINING MATHEMATICS EDUCATION

A report from the National Research Council fails to dispel several myths that damage the teaching of mathematics. Opinion: B3

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The St. Petersburg Junior College District's \$9-million project to computerize its seven sites would link every professor and administrator: A18

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Although some controversy lingers, professors are offering courses under the university's new requirement for all freshmen: A1

BLEAK OUTLOOK FOR TEACHING JOBS IN ART Young artists face fierce competition for openings as nore-established practitioners seek positions: A12

NEW SUIT TO ENFORCE COPYRIGHTS

Three publishers are suing a Michigan business for preparing and selling course anthologies without obtaining copyright permissions: A12

NO MORE SINGING THE BLUES

An organization formed in 1968 for jazz musicians helped open the door for the acceptance of jazz at academic institutions: A5

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approve bond issues to finance renovation and construction of campus facilities: A23

NO RELIEF FOR THESE BORROWERS

Although interest rates for mortgages and car loans are at their lowest in years, the interest rate on Stafford Loans has been frozen at 8 per cent: A23

RIFT IN CANCER RESEARCHERS' RANKS

Scientists are divided over whether the government should shift the focus of cancer research to examine environmental causes more closely: A25

A TROUBLED TRUCE OVER THE NEA ENDS

The country finally is having to face up to the immense difficulty of funding private art with public money in a populist culture. Opinion: B1

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The food and tobacco giant says it will help pay the college costs of its employees' children with scholarships and a matched-savings plan: A28

Foundation grants; gifts and bequests: A28

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BATTLE OF WILLS AT LAS VEGAS

The university's president and its basketball coach have clashed in recent weeks in the sort of direct confrontation many people had feared for years: A33

RICE U.'S ATHLETICS ARE SCRUTINIZED

Its sports programs are criticized for deficits and for lowering academic standards, but praised for their "high integrity and honesty": A34

Besebali coach makes a plea against cuts: A33 Rhode Island colleges look into gambling accusations: A33

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INEQUALITY CHARGED IN GRADUATE AID

American universities have been accused of favoring foreign graduate students over American minority students in awarding money for doctoral study: A1

TUITION RATES: STILL CLIMBING

Public colleges will probably post double-digit percentage increases, while private institutions will struggle to keep the rise in the single digits: A29

READING BOOKS: AN EXPENSIVE ADDICTION

High costs are discouraging students from building personal libraries and ultimately may discourage them from reading altogether. Point of View: A44

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U.S. FELLOWSHIPS FOR FORMER SOVIET UNION Citizens of Russia and other former republics will come to American campuses for graduate study next fall in the first class of Benjamin Franklin Fellows: A35

SOUTH AFRICAN STUDENTS URGED TO SPEAK OUT

They are being asked by political and academic leaders to let their voices be heard in a referendum on efforts to dismantle apartheid: A35

IRISH STUDENTS FIGHT ABORTION LAWS

The case of a 14-year-old girl who says she was raped has pushed students to step up their campaign against laws that prohibit abortion: A35

CANADA TO ABOLISH SCIENCE COUNCIL

The government plans to close a score of independent advisory agencies as a cost-saving measure: A36

AUSTRALIA TO EXPAND VOCATIONAL TRAINING

The government will spend \$750-million over three years to create an extra 120,000 places for students in technical and vocational programs: A37

A FIGHT TO THE DRAW

England's universities persuaded Parliament to dilute a bill that would have given the Education Secretary power over their academic and financial affairs: A37

ss voiers relect ban on animal experiments: A3t Faculty at Autonomous U. of Mexico accept pay hike: A35



BACKING PRIVATE ART WITH PUBLIC MONEY Disdain for the hard work of sustaining political consensus for the National Endowment for the Arts threatens the whole enterprise. Opinion: B1

Appointments and resignations in academe: A38 Deaths: A39

Calendar of coming events and deadlines: A39



Letter received by a reader at Washington and Lee University:

"Enclosed is information concerning the 78th Annual Meeting of the American Association of Collegiate Registrars and Admissions Officers and the National Network of Law School Officers that is part of this

function. . . . "I hope this information will wet your appetite. . . . " Ours is awash.

From a notice in our "Bulletin Board" section:

"The Department of Educational Human Resource Development is seeking applications for an Assistant Professor for Distance Learning. The Department is a graduate research unit within the College of Education. The individual selected will be expected to develop a strong research program, supervise graduate students, work with eternally funded

They're the best kind.

Item in Intervollegiate Press Bulle-

"NORTHAMPTON, MASS. (L.P.)— 'Drug use is a problem (at Smith) because of alcohol . . . ,' according to Connie Peters, Smith's Coordinator of Health Education. . . .

"In a recent random poll of fifty students here, more than one-third did not consider alcohol a drug. Only four students did not drink alcohol on a regular basis and of those that did drink, many started drinking at age [4 or 15.

"30 percent of students polled felt that 'pot is no worse than alcohol.' Another student said that medieval studies had proved that pot actually had less of an adverse effect than al-

What did they know?

From International Notes, a newsletter from the University of Maine System's Council on International Programs:

"A weeklong celebration in Blagoevgrad, Bulgaria accompanied the opening of the first American university in Eastern Europe. . . .

'The new university is off to a fa tastic start, according to President Edward B. Laverty. 'The students are taking great interest and a sense of ownership in the university, and they are voraciously ingesting their textbooks.' he said."

When you're hungry for knowledge, you'll stop at nothing.

Banner headline across the front page of Kent State University's Dally Kent Stater:

KRU STILL EXCITED ABOUT TRASH Anything's exciting when you've got the winter blahs. ---c.a.

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In Brief

University is blamed

for killing 5,000 fish

LOGAN, UTAH-As many as 5.000 brown trout and mountain whitefish were killed here when officials from Utah State University opened a dam on the Logan River and unintentionally released large amounts of silt.

The university took the action to begin improvements on the 92year-old dam, which it owns.

"The problem was they drew [the water] down so fast that all the banks of silt collapsed into the river," said Ron Goede, the fish pathologist for the state Division of Wildlife Resources.

Mr. Goede said the fish suffocated when the silt covered their

The university and the wildlife

Campus sculpture to use

PORTLAND, ORB.-City offi-

cials here have given an artist per-

mission to use thousands of his-

toric cobblestones to enhance a

courtyard at Portland State Uni-

The artist, Jerry Mayer (be-

historic cobblestones

Harvard law professor files civil-rights complaint

the university informed the agen- sity filed a discrimination comcy of its plan to open the dam, but | plaint against the law school last Mr. Goede said he did not expect | week. In his complaint to the

the city a century ago. He wants

to create an "interactive sculp-

ture" called "Cobbletale" in the

courtyard of a student residence

hall. The artwork will consist of a

ther side. Words will be etched

about the area's history.

stones that paved the streets of | ried along the Columbia River.

CAMBRIDGE, MASS.—A black | fice for Civil Rights, Derrick Bell | radiced here to support Mr. Bd division disagree over whether haw professor at Harvard Univer- alleged that the law school's faculty-hiring practices "disproportionately exclude" minority candidates. He asked federal officials the state to sue the institution. | U.S. Education Department's Of- | to investigate. About 300 students |

(above), who began an unpil leave of absence from Harvardi 1990 and vowed to continue its til the school hires a tenud

officers raided the house.

videotaped the party inside.

musy investigate possible salest

violations because \$10 T-ir

were sold in the house. Union

officials said they had little or

off the campus, we are shift

The state Division of Rema

Police charge students with operating a bar

pathway with cobblestones on eidents at the University of South into the stones to provoke thought Dakota were arrested last month | trol. "Once something like this for allegedly running a bar, known The cobblestones have been as "The Jungle," in an off-campreserved under a city ordinance pus house. An additional 126 peo that designates them as historic ple were arrested for underage low), will use about 5,000 cobble- artifacts. The stones were quardrinking. It is unclear how many of those were students.

The 10 South Dakota students who were arrested were charged with maintaining a common nuiance, furnishing alcohol to 18- to 20-year-olds, trafficking in alcoholic beverages, and maintaining a disorderly house. Captain Bruce Plate of the city police said the house was "a 1992 version of a speakeasy." He added: "Offcampus parties have been a big problem for us ever since they changed the drinking age from 1X

Students had boarded up the windows of the house and all of the entrances except the front the new use of the room. door, where they collected a \$4 | sity administrators now say in cover charge. When city police and other local law-enforcement only on rare occasions.

limuted in what we can do," si John M. Hilpert, vice-preside for university relations.

Fans of kids' literature

win at U. of Minnesota

collection of children's books been returned to its home int ornate reading room in the lin versity of Minnesota library is its removal sparked complex The books were moved in the vember because librarians with concerned about their safely the university decided to see the renorm for evening receptor Staff members complained short

Corrections

A story from South Africa | manifes incorrectly (The Chronicle, Junuary 22) in- the Office of Challenge Grand correctly stated that the Conven- the agency had been elimin tion for a Democratic South Africa was responsible for drafting a of the program officers in the new constitution. The organization fice were moved to other the tion is conducting negotiations to-and is responsible for determining University of Washington the procedure under which a new which students learn theores which students learn theores which students learn theores which students learn theorem theorem which students learn theorem theorem theorem the constitution for a post-apartheid behavior change (The Chronic and the constitution of the constituti

tional Endowment for the Hu- | spring.

Animal Liberation Front, an underground animal-rights group. Ity's mink-research efforts. PETA recently vandalized and set fire to accused the professor of killing a mink-research laboratory at "thousands of minks in painful Michigan State University, de-An article about the Challenge Grant Program at the No. atroying 30 years of data and causing about \$50,000 in damage. The main target, according to lenge Grant Program at the Na- next year. It will be offered by People for the Ethical Treatment of Animals, which says it speaks | Great Lakes region and their The Chronicle of Hisher Education (1880 0000-5952) is published weekly except the third weak in August and the fast two weeks in December, at 1255 Twenty-Third Street, N.W. Washington, D.C. 20037. Subscription rate; \$67.50 per year. Second-class postage paid at Washington, D.C., and at additional sanitage office; Copyright C 1992 by The Chronicle of Higher Education in the United States of America, Portrolargia: Send address changes to The Chronicle of Higher Education, P.O. Box 1995, Marion, Osio 43305. Member, Auch Special Circulations. The Chronicle reserves the right not to accept an advertiser's order. Only publication of an advertiserness their completes fluid acceptance of the advertiser's order. for the underground group, was "high susceptibility" to environ-

Texas professor charged for entering own office

AUSTIN, TEX. - A University of Texas professor has been charged with two misdemeanors for breaking into his own office during a financial audit of his rec-

Richard J. Lagow (right), a professor of chemistry, was charged with criminal mischief and criminal trespass after he allegedly broke a window on his office door to get in.

The university had changed the locks on the door to keep him out of the auditors' way. Mr. Lagow objected to the audit because, he said, the auditors had tried to search his personal records, along with university material.

Now Mr. Lagow scals his office door with mailing labels when he leaves at night so he will know whether auditors have entered while he is away.

The dispute began last summer when auditors for the university began what they said was a routine "spot" check. Last month they returned to follow up on the

"Mr. Lagow had some personal files he didn't want them to see," said Charles G. Franklin, | reached for comment.

Animal-rights group destroys mink research

the work of Richard Aulerich mental contaminants.

EAST LANSINO, MICH. — The [(above), a professor of animal sci-

periments." Mr. Aulerich said his

research focuses on the rela-

tionship between the disappear-

ance of the wild mink in the



PORTRAIT

In 1939 Charlie Parker had just

moved to New York City and was

beginning to squeeze from his saxo-

phone the complex torrents of

notes that signaled the beginnings

vice-president for business affairs. Mr. Franklin would not discuss the auditors' findings or the reason they had returned, along with state auditors, for follow-up information.

A colleague who supports Mr. Lagow entered the fray by sprinkling granules of a contact explosive on the floor of the office. The colleague, who was not identified, posted a warning to anyone who tried to enter.

The university called the local fire department, but no one was

Mr. Lagow could not be



Jazz and Academe: From Hostility to Harmony

Bunky Green of the U. of North Florida: "There was a suspicion that educators knew nothing about music and wanted to build control."

tors Journal, the association's pub-

sional music society, the associa tion had one shaky financial period when the director had to take out a loan to support the organization, using his antique Buick as collateral. The association didn't hold its own conference until 1973. In the association's early days,

Sturted as part of a larger profes-

many professional jazz players were as leery of jazz education as music professors were. After all, iazz had been born in a rebellion against traditional forms and insti-"There was ມ basic built-in suspi-

cion that these educators knew nothing about music and just wanted to build control," says Bunky Green, the association's president and the director of jazz studies at the University of North Florida. At the heart of many musicians'

doubts about jazz education has been the question of whether improvisation, a central element in iazz, could be taught. Jazz educators have usually answered with a

"I think that you can provide the point in time when talent and personal commitment play a role."

In academe, professors have sometimes been skeptical about what jazz players call the music's "oral tradition." Jazz's songs. styles, and techniques have usually been passed on by playing and intent listening. "We are not tied down to the written note," says Lee Bash, chairman of the music department at Bellarmine College and associate editor of Jazz Educa-

The tension between inzz players and educators has subsided, both sides now say. Mr. Green, who has 18 recordings to his credit, says most jazz musicians are now both teachers and players. He points to others, such as the drummer Max Roach and the trumpeter Wynton Marsalis, who have shaped jazz music and have also taught extensively: Mr. Roach at the University of Massachusetts at Amherst and Mr. Marsalis in visits to grade schools, high schools, and universi-

Jazz "clinics" at colleges, in which visiting players talk to advanced students about anything from instrumental technique to composition, have become a strong interest and a source of income for many professional musicians.

"Let's face it, clinics are lucrative," says Mr. Green.

Budget Squeeze

improvise and assist them in the cent years, however, college jazz Terry, and the late Surah Vaughan. creative process," says Mr. Mc- has found itself in a budget Farlin. "But there always comes a squeeze. At the heart of many university jazz programs is a big band in which students play to written lights top college and high-school parts, but lead up to improvisation- bands. al solos by star players. Smaller justify financially.

really stretch out."

Thoras a transfer against a

Other trends in music education, year."

however, are benefiting young jazz students. Mr. Bash says.

"We have a whole crop of young jazz musicians who are phenomenally prepared to play professionally," he says. "They know how to manage themselves and how to work quickly in a studio so they are not running up their own expenses to someone else's benefit."

Voices of Experience

The University of North Florida's Mr. Green agrees that today's younger jazz players are technically well equipped. "The only thing that might be lacking is that they just haven't lived long enough," Mr. Green says. "You're telling people with the music what you've been through. You don't think this is a C₇ going to an F here. You speak.

Students can hear the voices of experience at the association's annual meeting. Performers at the conference have included the Count Basie Orchestra, Chick Branford Marsalis, Clark

About half of the organization's \$500,000 annual budget is devoted to the conference, which also spot-

"We pride ourself on our venues, musical groups or one-on-one in- on elaborate sound and light packstruction have become difficult to ages, and on producing everything very professionally," says the as-"Pive kids in a room with a sociation's Mr. McFarlin, who is a teacher doesn't look very good to Irumpet player and a product of the administrators," says Mr. Bash, Berklee College of Music. "We "but that's where the students can want to give people an experience that will carry them through the



Floot notes

Memory—or, specifically, how we construct and use what we remember-has become a popular topic for scholars. A small but growing part of that work is the study of Holocaust memorials.

Last fall, Wayne State University Press released In Fitting Memory: The Art and Politics of Holocaust Memorials, with text by Sybil Milton, resident historian at the U.S. Holocaust Memorial Council and photographs by Ira Nowinski.

Next year, Yale University Press will publish *The Texture of Memory:* Holocaust Memorials and Meaning In Europe, Israel, and America, by James E. Young, an assistant professor of English and Judaic studies at the University of Massachusetts at Amherst.

Further down the road is the likely appearance of a history of the U.S. Holocaust Memorial Museum, by Edward T. Linenthal, a professor of religious studies at the University of Wisconsin at Oshkosh. Mr. Linenthal has about two more years of work to do on the study, and does not have a publisher yet.

"My sense," he says, "is that there's a tremendous interest, in the United States at least, in thinking about how we remember collectively.'

The Holocaust, he adds, is an especially intriguing instance of collective memory: "The further away we get, do we appreciate its impact more profoundly and, at the same time, become less shocked?"

A biography by a historian at the University of New Mexico will be the basis of the latest Hollywood reincarnation of one of America's tried and true icons: Davy Crockett.

Paul Hutton, an associate professor at New Mexico, recently sold the movie rights to his stillunfinished book, tentatively called Sunrise in His Pocket, to David Zucker, a Davy Crockett buff and the producer of such Hollywood hits as The Naked Gun and Ghosts.

Mr. Hutton has a commitment from the University of Oklahoma Press to publish the book, and he hopes to finish the manuscript sometime this spring. In the meantime, he'll also be working on a screenplay for the movie.

Mr. Hutton knows nothing about writing screenplays but a lot about Davy Crockett, of whom he's written a great deal. In the public's mind, he says, Crockett is a "created image," made popular by John Wayne in the movies and Fess Parker on television. But the historical character is even more interesting. Mr. Hutton describes him as eccentric, politically liberal. and a good storyteller-"a great character for getting a handle on America in a changing time."

Sounds like a classic Kevin Costner role.

"No, he's too pretty," Mr. Hutton says, "and he doesn't have that humorous edge. Crockett was off the wall."

Mr. Hutton is pushing Robin Williams for the part.

Scholarship

Scholars Protest Agency's Handling of Historical and Scientific Papers

19 criticize restricted access to documents in Energy Dept.'s custody

By KAREN J. WINKLER The Department of Energy's "unabated enthusiasm for withholding records" is making it difficult to answer some of the most important historical, scientific, and public-health questions about nuclear energy that have arisen over the last 50 years.

a group of scholars has charged. Adding their voices to a growing chorus of complaints about the Energy Department's handling of historical documents, 19 noted historians, political scientists. and scientists have sent a letter of protest to Energy Secretary James D. Watkins. They have been gathering more signatures since then, and are scheduled to meet with

agency officials this month. The scholars contend that the Energy Department has made it difficult to evaluate such issues as the development of nuclear weapons and commercial nuclear power, the course of cold-war diplomacy, and scientific claims ranging from the feasibility of the Strategic Defense Initiative to the safety of nuclear stockpiles.

'A. Blanket Restriction'

The problem, they say, stems from provisions of the Atomic Energy Act, passed in 1946 and amended in 1954, which treat all information about nuclear weapons as classified. David Alan Rosenberg, a professor of history at Temple University. says the act "essentially allows the DOE to claim a blanket restriction on anything dealing with atomic energy."

Bryan A. Siebert, Jr., director of the Energy Department's office of classification and technology policy, says information relating to nuclear weapons is "born classifled," and that specific requests for documents must be reviewed according to criteria in 800 department declassification

"It is not an arbitrary system," he says. "The technical detail followed by DOE in declassification decisions is probably

among the best in the federal govern-

Nevertheless, Priscilla Johnson McMillan, a fellow at Harvard University's Russian Research Center, thinks it is time for the agency to change.

"During the cold war, a mentality of secrecy at DOE kept the lid on most records," she said. "Now that the cold war is over, the rationale for secreey has vanished."

The letter that she and other scholars sent to Secretary Watkins in November maintained that access to DOE records was

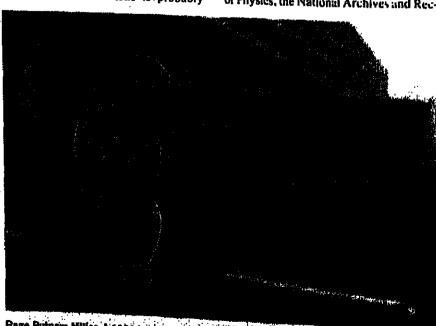
"There has been heavy abuse of classification to obscure the scientific and technical details of important policy decisions and to suppress scientific debate."

hampered by two key problems: The department lacks an overall program to declassify archival documents routinely, and it does not comply with a federal requirement that government agencies transfer custody of documents more than 30 years old to the National Archives and Records Administration.

Records Held by Private Contractors

In addition, the letter said that many Haergy Department records were held by private contractors who work for the agency, and that privileged access to documents was given to historians writing the official history of the federal government's atomic-energy programs.

Such complaints about por records have been mounting in recent years. In the 1980's, reports by the American Institute of Physics, the National Archives and Rec-



Page Putnam Millen A 1991 law lad to "the beginning of a corrective to the closed policy and secreey about records that avolved during the Resgan Bush years."

ords Administration, and aides for the Sas ate Committee on Governmental Affin all criticized the way the Energy Deput ment managed its records.

The National Archives' report said to inadequate and poorly trained staff are hers were making declassification as sions, that schedules and timetables forter classifying records were inadequate, in older records were inappropriately and for, and that working papers on suchtops as the search for nuclear waste size is been destroyed.

nor officials say they are trying to be dress some of those problems.

In a written reply to the scholars, God F. Chappell, acting director of the offer information-resources management, that timetables to declassify records we being developed and should be in place 1996, Mr. Chappell added that a revert the agency had found "there were to historical records within the departure than thought. These records are, hower under strict control and in many cases ing retained due to frequent litigational or use in support of policy making by " tevel advisors." Mr. Chappell also that the toot had recently been transfeld older records to the archives.

Secrecy 'Is Absurd'

Many scholars say they have yellog results from the agency's reforms and documents that could be opened to it public without compromising classifieds crets are still closed, they charge for ample, while Gen. Colin L. Powell die man of the Joint Chiefs of Staff, received provided details publicly to Count about the size of the U.S. nuclear and in 1990, Mr. Rosenberg says he is side able to see documents on the size of the stockpile in 1950. "When the 1990 date widely available, keeping the older mod secret is absurd." he says.

Stanley Goldberg, an independenthing tian and a consultant to the Smithson Institution, says, "There are large que tions about the development of the fi atomic bomb that still cannot be answer almost 50 years later." For instance, States used the bomb to intimidate Russians, or to end World War II quid "we can't see the records that would minute the decision." he says.

Moreover, says Theodore A. Posto. professor of science, technology, and # tional security policy at the Massachush Institute of Technology. "There has her heavy abuse of classification to ober the scientific and technical details of portant policy decisions and to supple scientific dehate. He says, for example that scientists have had trouble grind data to evaluate such issues as the safety nuclear stockpiles and the scope of des up efforts at nuclear-industry sket. To some extent, the problems that

The dome of an early Islamic mosque looms above the rubble of a building in Basra, Iraq. Archaeologists say the country's continued disintegration is the most serious obstacle to the resumption of research there. A Year After Persian Gulf War, Archaeologists Bemoan Social Upheaval in Iraq and Damage to the Country's Irreplaceable Antiquities August 1990, it was a hospitable place for States for medical treatment, Ms. Stone By ELLEN K. COUGHLIN

American archaeologists who worked in

Iraq before the Persian Gulf war say the country's social and economic upheaval is a greater obstacle to the resumption of their research than any physical damage sustained by archaeological sites und anliquities during the fighting.

Based on both firsthand and secondhund reports, scholars have concluded that, ^{mere} has been some serious damage lo iraqi sites and antiquities, the gravest immediate threat to continued research there stems from conditions pluguing the country in general—including the disruption of government services, exorbitant food prices, and rampant looting of property in the countryside.

"The serious damage, as far as antiquities are concerned, is to the whole structure of society, and not so much from the war itself," said Paul Zimansky, associate professor of archaeology at Boston Uni-

The area of Iraq between the Tigris and Euphrates Rivers roughly corresponds to the territory of ancient Mesopotamia. Iraq is nich in ancient sites of historic imporlance and, until the Gulf crisis began in

archaeological research. When war came in January 1991, researchers feared for the safety of Iraq's invaluable treasures and for the continuity of what had been a flourishing research enterprise.

To a certain extent, those fears have been realized, according to reports from

The U.S. government has severely reitricted travel by American citizen: Iraq, so few archaeologists have visited the country since the hostilities ended and none have returned there to work.

Return to Mashkan-shapir

Two who have gone back are Mr. Zimansky and Elizabeth C. Stone, an associate professor of anthropology at the State University of New York at Stony Brook. Ms. Stone and Mr. Zimansky, who are codirectors of an excavation at a site called Mashkan-shapir, 75 miles southeast of Baghdad, traveled to Iraq for a week in mid-January with a colleague of Ms. Stone's, Michael Viola, a physician who heads a group called Medicine for Peace. Although they were there to help Dr. Viola bring Iraqi children to the United

and Mr. Zimansky were able to inspect firsthand some archaeological sites in the country and to learn about others from officials of the Iraqi Department of Antiqui-

Other reports have come to researchers

In a country with so many other problems, the antiquities

department now lacks even the vehicles and the telephone

service needed to stay in touch with sites outside of Baghdad.

secondhand. McGuire Gibson, professor of archaeology at the University of Chicago's Oriental Institute, directs the excavation of Nippur, a 3,000-year-old site on the Tigris River about 60 miles southeast of Baghdad. He has not been back to Iraq. but he met with many tract friends in Jordan in the last year.

In addition, Iraqi officials have reported

to Unesco on ancient artifacts that are known to have been lost or stolen since the

From such reports it is possible to piece together a picture of serious, but inconsistent, physical damage to archaeological sites, museums, and artifacts. For example, researchers know that:

■ The ancient city of Ur, known for its 4,000-year-old ziggurat, a pyramid-like to a shrine at the top, was hit by bombs during the war and now has four large craters on the site. The ziggurat itself has a large number of bullet holes in its sides as a result of strafing. Because of its proximity to an Iraqi air base. Ur was the site of most concern to archaeologists. During the war, the U.S. Defense Department said that Iraqi aircraft had been parked next to the ziggurat for protection.

■ Tell el-Lahm, a site near Ur dating from about 800 B.C., has deep trenches running through it, evidently dug by American troops during the ground war in Iraq. Although the site has never been excavated, it is well known to archaeologists and is assumed to contain valuable artifacts that

Continued on Following Page





Social Upheaval in Postwar Iraq Hits Archaeology

Continued From Preceding Page were probably disturbed, if not destroyed, in the digging of the trenches.

■ The Iraqi National Museum in Baghdad, though not directly hit by allied bombs, had many of its windows and doors blown out as a result of the force of nearby explosions. Most of the smaller, more delicate objects in the museum had been packed up and put in storage for safekeeping before the war. It will be some time before officials know the degree to which such objects may have been damaged simply as a result of the jarring of the ground by the bombs.

■ In the unrest in Iraq that followed the war, the country's regional museums were extensively looted. Officials of Iraq's Department of Antiquities have submitted to Unesco a list of some 4,000 objects known to be missing since the war. Many of them are assumed to be circulating illegally on the international antiquities market.

 An early Islamic mosque in Basra, dating from about the ninth century A.D., was nearly destroyed. Its dome is still standing. but much of its valuable decorative work is gone.

Some Sites Unharmed

Other sites and the research bases attached to them-such as the one at Nippur, which is being excavated by Mr. Gibson, and that at Mashkan-shapir, being worked by Ms. Stone and Mr. Zimansky were apparently unharmed. In addition, the status of hundreds of other sites, many inactive, is un-

known to U.S. archaeologists. Of more immediate importance than physical damage to sites and antiquities, however, is the continuing breakdown of social order of some sites and the research in Iraq, scholars say.

'Issues Convention' With 1996 Candidates Planned by 10 Presidential Libraries

WASHINGTON The nation's 10 Presidential libraries announced last week that they would sponsor a scholar's plan to make the Presidential campaign process more informative in

James S. Fishkin, chairman of the government department at the University of Texas at Austin, has University of Texas at Austin, will lifted, that will be impossible. ference before the primaries begin, at which a group of people, selected to be demographically representative of the U.S. voting population, could meet for in-depth discussions with the candidates.

At the end of this "National Is- er and Newton Minow, former sues Convention," delegates chairmen of the first Presidential (ellectual loss," said Mr. Gibson of would rank both their preferences among the candidates and their al Issues Forums, a nationwide inleation, in contacts between own positions on issues of public

Mr. Fishkin detailed his proposal in a book, Democracy and Deliberation, published last month by Yale University Press. He said the go will select the 600 citizens who said, all the ongoing research, has idea was to provide a model of how will participate; the public would judge the candi-

SAUDI ARABIA - Archaeological site Map shows three of the sites whose fate archaeologists have determined since the Persian Gulf war.

bargo of Iraq has caused food come more widespread until Iraq is prices, in particular, to soar, lead- more politically stable. ing in turn to an unprecedented wave of looting and robbery in the ment of Antiquities is unable to countryside. On their trip to Iraq in protect the archaeological sites un-

"In the long term,

there's an intellectual

loss, a breakdown

in contacts between

iraqi, American, and European scholars."

January, Ms. Stone and Mr. Zimansky observed that Baghdadis needed to stay in touch with sites who accompanied them in their travels around the country were fearful for their safety outside the

Archaeologists say they know of the looting, or attempted looting, bases attached to them, and they The international economic em- assume that the problem will be-

dates and the issues if it had a

greater opportunity to study them.

first Presidential primary in 1996.

600 People to Participate

Last year the Public Broadcast-American archaeologists with ing Service announced it would excavations in Iraq have received sponsor and televise such a conferletters from the antiquities departence before this year's primaries. ment inviting them back to continbut it canceled the project for fiue their research, but they assume that, until U.S. travel restrictions The libraries, together with the and the international embargo are

Lost Opportunities Baines Johnson Library before the

what may be lost.

For many, the interruption of research, and of training opportunities for both Iraqi and foreign The libraries will be advised by a scholars, is the greatest damage of board headed by Charles E. Walk- all.

For its part, the Iraqi Depart-

der its jurisdiction the way it used

American archaeologists who

have worked in the Middle East are

virtually unanimous in their praise

of the department's officials; Ms.

Stone referred to the department as

"one of the best antiquities serv-

ices in the Near East." But in a

country with so many other prob-

lems, scholars say, the protection

of antiquities has a low priority and

the department now lacks even the

vehicles and the telephone service

To counteract the inflated food

prices, Iraqis are beginning to farm

land that was previously unused,

and new irrigation projects are

springing up around the country.

Such projects once had to get the

approval of the antiquities depart-

ment. Ms. Stone said, to insure

that no potentially valuable archae-

ological site was being disturbed.

But now, because of the disruption

of the department, such projects

are being built unchecked, she

said, and there is no way to know

outside of Baghdad.

to, scholars say.

"In the long term, there's an in-Debates Commission. The Nation Chicago, "a breakdown in communetwork of civic and educational i Iraqi. American, and European organizations, will provide briefing scholars, and a halt of an ongoing materials for the conference, while research effort which was becom-

Center at the University of Chica-"The entire atmosphere," he laken a real hit: The break in conti--KAREN I WINKLER Ruity will hurt

First Scholarly Books to Examine Gulf War Make Their Appearance

In July 1990, Jill Crystal, an pact of all varieties of religious assistant professor of political science at the University of Michigan, was just completing the manuscript for a new book. a political analysis of Kuwait. Then Saddam Hussein launched his infamous invasion. Overnight, Ms. Crystal had a new research project on her hands.

It took several months of waiting to see what would happen, followed by more months of additional research, just to bring a book that hadn't yet been published up to date. Kuwait: The Transformation of an Oil State will be released this summer by Westview Press.

"Everybody has had their research transformed by the war," Ms. Crystal said.

The first evidence of that transformation is beginning to appear. While any number of "quickie" books and accounts by journalists have come out since shortly after the war began, the first scholarly books on the Gulf crisis have just been published or are in the works.

Since it is too early for booklength scholarly studies that were not, as Ms. Crystal's was, already under way before the war, most of the earliest books off the presses are collections of essays by groups of contributors. Among those recently published arc:

■ But Was It Just' Reflec tions on the Morality of the Persian Gulf War, published by Doubleday. The book's essays were written by Jean Bethke Elshtain, a political scientist at Vanderbilt University; Stanfey Hauerwas, an ethicist at Duke



University: Sari Nusseibeh, director of the Jerusalem Center ent publishers had expressed in for Strategic Research; Michael Walzer, a political scientist at the institute for Advanced Study in Princeton, N.J.; and George Weigel, president of the Ethics and Public Policy Center in Washington.

| Islamic Fundamentalisms and the Gulf Crisis, edited by arty community is happy and James Piscatori, who leaches in sad about at the same time. the department of international politics at the University of of the Center for Middle East Wales, and published by the ern Studies at the University of American Academy of Arts and Arizona, "is that there is now Sciences. The book grew out of interest in the Gulf because of the Fundamentalism Project, a the war. There should have five-year research effort spon-sored by the academy to exam-ing the scale and the story of our lives as Middle the story of our lives as Middle ine the social and political im- fast scholars."

fundamentalism.

In the year since the Gulf war ended, the crisis has been the subject of a number of scholarly conferences called to examine its causes and impact, and some



of the books due out soon com-

out of such meetings. The Georgetown University Center for Contemporary Arab Studies is expected to publish this month a volume called The Girll Crisis: Background and Convenuences, edited by lbrafum Ibrahim, the center's director. It is based on a conference the center sponsored last April.

Publishers Interested

Later this year, the University of Florida Press will publish The Middle East After the had Invaviou of Kuwait, a survey of the way's regional and global impact. The book, edited by Robert O. Freedman, director of the Center for the Study of Israel and the Contemporary Middle East at Baltimore Hethew University, grew out of a conference there in November.

F. Gregory Gause, an assistant professor of political science at Columbia University. will draw in part on a recent conference sponsored by the Council on Foreign Relations for a book he is writing on the Gulf's Arab monarchies in the wake of the war. The council will publish Mr. Gause's study. probably sometime in 1993.

Indeed, if the war has done nothing else, it has drawn attention to the Persian Gulf region. Publishers' attention has certainly been caught. One researcher noted that two differterest in putting together a book hased on a panel discussion of the war at last fall's annual meeting of the Middle East Studies Association.

Some say the attention is long overdne.

"One of the things the scholsaid Jerrold D. Green, director

Scholars Protest Energy Dept.'s Enthusiasm for Withholding Records'

Continued From Page A6 ars face at the Energy Department are part of broader problems with attack on official history." access to federal records. Unlike many other countries, the United States until recently has not mandated schedules for the release of official documents, but has let individual Presidents set records poli-

When Congress passed a law last year requiring the Department of State to open all but its most sensitive records over 30 years old, "we got the beginning of a corrective to the closed policy and secreey about records that evolved during the Reagan-Bush years," says Page Putnam Miller, director of the National Coordinating Committee for the Promotion of History, an alliance of history and archival

'Beacons of Light'

"But the Energy Department makes State look like angels," says Ms. Miller. Her association has endorsed the call from scholars for the Department of Energy to make more of its records available.

Robert S. Norris, a senior analyst with the Natural Resources Defense Council, a public-interest group, has sought access to the records of many of the federal government's most secretive agencies, including the Pentagon and the Federal Bureau of Investigation. "They are beacons of light compared to the DOF," he says.

Mr. Goldberg says that access to Energy's records is also inhibited because "some por historians appear to be sitting on documents for their own use."

So far, the department has published three volumes of an official history of atomic energy in the United States. Many historians praise the quality of the books, and the third volume, Atoms for Peace and War, 1953-1961, won a prize in 1990 from the Organization of American Historians. But scholars add that, in contrast to procedures at many other government agencies, Energy Department documents cited in the volumes often are not opened even after official histories have been published.

Concern Over 'Dual Role'

"It's the dual role played by department officials as writers of the agency's history and keepers of its records that we object to." says Brian Balogh, a history professor at the University of Virginia.

Some scholars also criticize the department for contracting with private groups to handle the declassification process. In some cases, they say, the same groups have contracted to write official histories for the agency. Says Harvard's Ms. McMillan: "That takes the judgment about what should be declassified out of government hands and puts it into private hands,"

Philip L. Cantelon, president of History Associates Inc., a Maryland company that does historical research and declassification under contract to the Energy Department, says, "I don't disagree with many of the recommendations scholars are making to have DOE declassify more and to transfer old-

Many of the documents cited in official publications have been opened to scholars, he says. When they have not been, "the problem is less a deliberate attempt to withhold material than the slow pace of

Mr. Siebert of the Energy Department says his agency uses outside experts with technical knowledge of nuclear issues to help declassify records because "these people are extremely scarce."

to make the final declassification

classified, he says.

DOI: officials also say they are developing schedules to declassify records at field sites, such as the laboratories they sponsor, and that they plan to order all agency divisions to issue record-keeping requirements by the end of the year.

Some Scholars Are Skeptical

At the National Archives, which oversees the way federal agencies manage their documents, "we still "But we do not use contractors have some concerns about DOE records," says James W. Moore, decision," he adds. Contractors assistant archivist for the Office of

chives, but I strongly object to the documents, but federal employees doing a lot of what we have asked ultimately decide which will be de- them to do to improve records management, but that does not mean they have turned the cor-

> Some scholars are skeptical of how much the department is doing. According to Daniel Grossman, an adjunct research fellow at Harvard University's Center for Science and International Affairs, documents sent to the National Archives in the last two years represent only "a mere tidhit" of exist-

Mr. Grossman adds that the dekeep older records relevant to liti- the DOE?"

Maria da Maria de Caracteria de La Caracteria de Caracteri

gation "is a red herring," adding: "Lawyers routinely research records in the archives."

While scholars wait to meet with Energy Department officials this month, Mr. Norris of the Natural Resources Defense Council says his group hopes to promote sentiment in Congress to amend the Atomic Energy Act and to ease its secreey provisions. "It's in the early stages, but there is interest on Capitol Hill," he says.

Harvard's Ms. McMillan savs that "with recent changes in the Soviet bloc, in the near future we may even be able to see more Soviet than U.S. cold-war docu-

"The outside world has partment's claim that it needs to changed." she adds. "When will

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■ 1986 law failed to simplify tax system, economist argues

■ German cabaret tried to reconcile high art and popular culture

vals-and, in some cases, exceeds—that in the inner city, for the increase in the underclass in tions, for a total annual savings for calling into question the notion that the "underclass" is strictly an urban phenomenon.

That is the conclusion of William P. O'Hare, director of the Population and Policy Analysis Center at the University of Louisville, and Brenda Curry-White, a research associate there.

In a study released last week by the Population Reference Bureau, a non-profit research organization in Washington, the scholars report that nearly one-fourth of the three million members of America's underclass live in rural areas. Using data from the Census Bureau, they define the underclass as adults. without a high-school diploma who receive public assistance and who are never-married mothers or, if male, are chronically unemployed.

Fifty-five per cent of the rural underclass, compared to 17 per cent of the urban underclass, is white. In the South, where 65 per cent of the rural underclass resides, the underclass rate is higher in rural than in urban areas, the scholars report.

They say that economic restruc

Poverty in rural America ri- turing-the decline in farming, 8.8 million fewer Americans filed mining, and logging-is to blame tax returns with itemized deducrural areas. —CHRIS RAYMOND taxpayers and tax collectors of

about \$50-million.

A sharp decline in the numbers

of financial planners also suggests

complex financial transactions to

gests that the tax code lessened in

complexity, says Mr. Slemrod.

avoid taxes, and indirectly sug-

However, over all, the number

of people filing returns increased

by more than nine million between

1986 and 1988, says Mr. Slemrod.

work, Mr. Slemrod says. -C.R.

The German cabaret move-

ment between the two world

wars was an attempt by artists

and intellectuals to join high art and popular culture, says a Ger-

man-studies scholar at Concordia

Cabaret is particularly renowned

n the form it took in Germany dur-

ing the years of Hitler's rise to power. In the current (December) issue of Theatre Journal, Alan La-

reau notes that historians of the

Weimar Republic often depict the

cabaret of that era as a radical form

of protest art. Mr. Lareau argues,

however, that German cabaret was

not the embodiment of political op-

position that scholars often make it

The German cabaret movement

was founded at the beginning of the century, Mr. Lareau writes, as a

way to combine elements of seri-

ous theater and music-hall entertainment. But the form was never

able to escape commercial de-

mands, he says, and more often

than not tended toward lighter fare.

In the years of rampant inflation

in Germany following World War

i, the cabarets catered mainly to

newly wealthy patrons who had

made a fortune during the war, and

while the songs and acts were often

topical, they were not politically

radical, Mr. Lareau argues. A self-

styled "literary cabaret" sprang up

in the 20's in response to the com-

nercialism of the more mainstream

nightclubs, but that did not attract

audiences in significant numbers.

years of the Weimar Republic, the

early 1930's, the cabaret move-

ment is often said to have regained

its supposed avant-garde status,

Mr. Lareau notes. But he argues

that only a few small troupes exhib-

ited the kind of political and cultur-

al rebellion that is sometimes at-

tributed to the movement as a

whole. -- ELLEN K. COUGHLIN

in the politically unstable final

College in Minnesota.

Despite promises made for it, the Tax Reform Act of 1986 did that fewer taxpayers engaged in little to halt the tax system's growing complexity.

So concludes Joel Slemrod, a professor of business economics at the University of Michigan, in the winter issue of The Journal of Economic Perspectives.

The tax act, notes Mr. Slemrod, contained several provisions in- Furthermore, the average amount tended to reduce the complexity of of time taxpayers spent on tax matkeeping records and preparing tax ters-keeping records, studying forms, or to reduce entirely the tax regulations, and working with number of people filing returns. financial and tax professionals-Those included an increase in the rose from 21.7 hours in 1982 to 27.4 standard personal deduction, elim- hours in 1989. The bulk of that inination of the deduction for a sec- crease was associated with inond wage earner, restrictions on creases in the number of people the deductibility of payments to In- claiming rental income or in individual Retirement Accounts, and come from self-employment, both an increase in the income level re- of which require extensive paperquired for filing.

Mr. Slemrod analyzed the effect of those provisions on the direct and indirect costs of tax compli-

ance for individual taxpayers. He found that from 1986 to 1989.

PRIZES



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NEW SCHOLARLY BOOKS

Compiled by NINA C. AYOUB The following list has been compiled from information provided by the publishers. Prices and numbers of pages are sometimes approximate. Some publishers offer discounts to scholars and to people who order in bulk.

AMERICAN STUDIES

The Making of Middlebrow Culture, by Joan Shelley Rubin (University of North Carolina Press; 416 pages; \$34.95 hardcover, \$14.95 paperback). Discusses the founding of the Book-of-the-Month Club. the beginning of academic and communi-ty "great books" programs, and other examples of the popularization of the humanities in 20th-century America.

Ancestral Connections: Art and an Aboriginal System of Knowledge, by Howard Morphy (University of Chicago Press; 330 pages; \$47.50 hardcover, \$19.95 paperback). Analyzes the symbolic content of Australian aboriginal bark painting; draws on fieldwork among the Yolngu ab-origines of Northeast Arnhem Land. Yoruba Ritual: Performers, Play, Agency, by Margaret Thompson Drewol (Indiana) University Press: 272 pages; \$35 hard-cover, \$14.95 paperback). Explores the rituals of the Yoruba peoples of south-western Nigeria; describes how practitioners use play and improvis transform ritual performance.

ART AND ARCHITECTURE

Gendered Spaces, by Daphne Spain (University of North Carolina Press; 314 pages; \$39.95 hardcover, \$14.95 paperback). Discusses physical and symbolic barriers that have segregated men from women and reinforced women's inequal-ity in industrial and non-industrial socie-

ties.

Lotters of Quetave Courbet, edited and translated by Petra ten-Doesvehute Chu (University of Chicago Press; 726 pages; \$55). Critical edition of more than 600 letters by the 19th-century French Realist painter; includes much previously untranslated and unpublished material.

Window Homer and the Illustrated Book, by David Tatham (Syracuse University Press; 384 pages; \$14.05). Describer the

Press; 384 pages; \$34.95). Describes the American artist's work in book and literary-magazine illustration from the mid-1850's to the late 1880's.

CLASSICAL STUDIES

ambilohus: "On the Pythagorean Way of Ufe," by John Dilion and Jackson Hersh-bell (Scholars Press; 285 pages; \$44.95 hardcover, \$29.95 paperback). Translation and study of a work by the Syrian-born Greek philosopher who lived from about 250 to 330.

Agriculture Trade, Protectionism, and the Problems of Devalopment: A Legal Per-spective, by Joseph A. McMahon (St. Martin's Press; 290 pages; \$49.95). Discusses legal aspects of trade policies de signed to promote agriculture in develop

FILM STUDIES

enting Reality: Issues and Con-in Documentary, by Rill Nichols cepts in Documentary, by Bill Nichols (Indiana University Press; 352 pages; \$39.95 hardcover, \$17.50 paperback, Explores issues of aesthetics, ethics, and politics in documentary film making

Between Marxism and Anerchism: Bench Maion and French Reformist Socialisa, by K. Steven Vincent (University of Cal-fornin Press; 207 pages; \$30). Discusses the life and thought of a leading spoke-man for French reformist socialism in the late. 19th continue.

man for French reformist socialism in the late 19th century.

The Black Abolitionist Papera, Volume V. The United States, 1859-1885, edited by C. Peter Ripley and others (University of North Carolina Press; 464 page; 530, The final book in a five-volume series documents black abolitionists' shifting attitudes toward the Lincoln Administration and the Civil War.

Columbus and the Ends of the Fathe Father.

Columbus and the Ends of the Earth; Ea-rope's Prophetic Rhetoric as Conquete Ideology, by Diclal Kadir (University of California Press; 270 pages; \$30). Show how religious beliefs and language shape European views on colonization. Knights at Court: Courtiness, Chiraly

and Courtesy from Ottonian Germany the Italian Renaissance, by Aldo Sea-lione (University of California Press; 50 pages; \$45). Traces European court of ture from the 11th to the 16th centuries

A Measure of Wealth: The English Lans Tar In Historical Analysis, by Donald E. Clinter (McCill-Queens University Pres. distributed by University of Torono
Press; 734 pages; \$75 U.S.J. Criticies
how previous scholars have used documents known as "land tax duplicates" in
the study of such topics in English intory as the decline of the small landowners

the impact of the enclosure acts.

Medioval Misogyny and the invention of Western Romantic Love, by R. Howati Hloch (University of Chicago Press; 28 pages; \$45 hurdcover, \$17.95 pagerback).

Draws links between anti-feminism in the control of the early Christian era and the romantic for ntization of women that emerged in the 12th and 13th centuries.

Neither Ballots Nor Bullets: Women Abo

tionists and the Civil War, by Wendy Hamand Venet (University Press of Viginia; 210 pages; \$25). Examines the wa time activities of Harriet Beecher Stow Fanny Kemble, Julia Ward Howe, as other abolitionists.

other abolitionists.

The Papers of Martin Luther King, Jr., Wiume Onc: Called to Serve, January
1929—June 1951, edited by Claybone
Curson, Rulph E. Luker, and Penny A.
Russell (University of California Press
507 pages; \$35). The first book in a multivolume edition of the published and oppublished pupers of the civil-rights lead-

Patriots and Redeemers in Japani Mothes in the Meiji Restoration, by George M. Wilson (University of Chicago Press; 20 pages; \$37.50 hardcover, \$14.95 pagehack). Discusses patriotism and redemption as forces that spurred commoner and summaral alike in the movement that led to the 1868 Melji Restoration.

Power and the Preise Poem; South Affices Voices in History, by Leroy Vall and Landeg White (University Press of Virginis; 345 pages; \$42.50 hardcover, \$16.95 pageriack). A study of the political role of

Press; 357 pages; \$55). Analyzes the

345 pages; \$42.50 hardcover, \$16.55 perback). A study of the nolitical role of poets and oral literature in the indigeous societies of southern Africa.

Samuel Bronfman: The Life and Times of Seagram's Mr. Sam, by Michael R. Marrus (University Press of New England: 551 pages; \$35). A biography of the Candian whiskey distiller and Jewish community leader who lived from 1891 to 1971.

Sources of Western Zhou History: lescribed Bronze Vessela, by Edward L. Shaugacssy (University of Califoria Press: 357 pages; \$55). Analyzes the history.

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as the major source of data on China's Western Zhou Dynasty (1045-771 s.c.). Theory as Practice: Ethical inquiry in the Renalssance, by Nancy S. Struever (University of Chicago Press, 246 pages; Description of Chicago Press, 246 pages; Descri 132,50). Discusses the practice of ethica nquiry in the work of five Rennissance hiavelli, Montaigne, Nicho is of Cusa, Petrarch, and Lorenzo

Yomen's Culture: American Philanthropy and Art, 1830-1930, by Kuthleen D. Me Carthy (University of Chicago Press; 324 pages; \$35). Considers the role of middleand upper-class American women in art

HISTORY OF SCIENCE

hardet Brooks: Ploneer Nuclear Scientist, by Marelene F. Rayner-Cunhum and Geoffrey W. Rayner-Cunhum (McClill-Queens University Press, distributed by University of Toronto Press; 187 pages; \$29.95 U.S.). A biography of the Canadian physicist who lived from 1876 to 1933.

LITERATURE

Chauser and the Fictions of Gender, by Elaine Tuttle Hansen (University of California Press; 310 pages; \$42.50 hard-cover, \$15.95 paperback). A revisionist study of the English poet's treatment of gender identity and difference. The Complete "Twenty Thousand Leagues Under the Sea": A New Translation of Jules Verne's Science Fiction Classic, edited and translated by Emanuel J. Mickel (Indiana University Press; 499)

Mickel (Indiana University Press; 49) pages; \$29.95). Restores passages that were deleted in earlier English versions

Describing Early America: Bartram, Jefferson, Grévacosur, and the Rhetorio of Natural History, by Pamela Regis (Northstrong Hatory, by Panella Regis (Torong Hilling) University Press; 189 pages; 530). Describes the use of Linnagan systems of classification and other scientific approaches in three texts on early American ca—William Burtram's Travels; Michel Crèvecoeur's Letters from an American Famer; and Thomas Jefferson's Nates on the State of Virginia.

on the State of Virginia.
Derothy Richardson, by Jean Rudford the dans University Press: 171 pages: \$29.95 hardcover, \$10.95 paperback). A critical study of the English novelist who lived from 1873 to 1957; considers her four-volume novel Pilarimage in relation to the willags of Joyce, Woolf, and other of her contemporaries.

"El Angel Del Hogar": Galdón and the Ide-ology of Domesticity in Spain, by Bridget A. Alderaca (University of North Caroli-na Press; 266 pages; \$30). Traces change: in the ideology of domestic life and the role of women from the Counter-Refor maion to Women from the Cigniter-Retor-maion to 1900, then examines the per-sonification of the feminine ideal in the solion of the "angel of the house" in novels by Bentto Pérez Galdos (1841-1920)

Hospitable Performances: Dramatic Genro amines the practice and literary representation of hospitality in English society

and orama.

Laughing Loat in the Mountains: Poems of Wang Wel, translated by Tony Burnstone, Willis Burnstone, and Xu Haixin, critical introduction by Willis Burnstone and Tony Burnstone (University Press of New Bagland; 174 pages; \$40). Translation of works by the eighth-century Chinese poet.

The Latters of Brendan Buhan, edited by E. H. Mikhaii (McGill-Queens University Press, distributed by University of Toronto Press; 261 pages; \$49.95 U.S.). Includes previously unpublished letters and poems by the 20th-century Irish play-

The Poetics of Historical Perspectivism:
Breitinger's "Critische Dichtkunst" and
the Necelassic Tradition, by Jill Anne
Kowalik (University of North Carolina
Press: 166 pages 27th A study of the Press; 166 pages; \$30). A study of the Swiss scholar Johann Jukob Breitinger's

edical Artifice: Writing Poetry in the Age of Chicago Press; 248 pages; \$27.50) Describes today's experimental poetry as a response to the mass media's impact of ı culture; writers discussed jı clude John Ashbery, John Cage, Susan Howe, and George Oppen.

riove, and George Oppen.
The Return of Nat Turner: History, Literature, and Cultural Politics in Sixtees
America, by Albert E. Stone (University
of Georgia Press; 462 pages; \$35). Focusts on William Styron's 1967 novel The
Confessions of Nat Turner in a study of
tepresentations of the slave leader
in American literature and historiography.

Pecial Delivery: Epistolary Modes in Modes in Fiction, by Linda S. Kauffman (University of Chicago Press; 312 pages; \$45 hardcover, \$16.95 paperback). Shows how the enistolary form is used to recivalists the thems of love in works by Margaret Atwood, Barthes, Jacques Derinia, Doris Lessing, Nabokov, Viktor Shipmand Rites in Seventseeth-Century

English Poetry, by A. B. Chambers (University of Missouri Press; 296 pages; \$39,95). Discusses the influence of liturgy and related religious rites on the work of Donne, Herbert, Milton, Vaughan, and

other 17th-century English poets.

White Collar Fiellons: Class and Socia Representation in American Literature, 1685-1925, by Christopher P. Wilson University of Georgia Press; 340 page \$35). Explores the representation of mic die-class Americans in works by such writers as Sherwood Anderson, Edna Ferher, O. Henry, and Sinclair Lewis.

PHILOSOPHY

Hellenistic Philosophy of Mind, by Julia E. Annas (University of Culifornia Press 254 pages; \$35). Draws parallels between Stoic and Epicurean concepts of the soul the Origins and Nature of Language, by Giorgio Fano, translated by Susan Petrilli

(Indiana University Press; 384 pages \$57.50). Translation of a work by the Ital inn philosopher who died in 1963. Quest for the Absolute: The Philosophical Vision of Joseph Maréchal, by Anthony

mid-1980's. Totalitarian Language: Orwell's Newspeak and its Next and Communist Antecedants, by John Wesley Young (University Press of Virginia: 320 pages; \$36.50). Compares the fictional totalitarian lan-guage "Newspeak" in Orwell's novel 1984 with manipulations of language in

A Critique of Psychoanalytic Resson: Hyp Press; 173 pages; \$30). A study of the

POLITICAL SCIENCE

work of the Belgiun philosopher who lived from 1878 to 1944.

(University of Missouri Press; 256 pages

\$34.95). Discusses the role of artistic, revelational, associational, and scientific-philosophical traditions in the trans-

Politics Against Democracy: Right-Wing Extremism in West Germany, by Richard Stöss, translated by Lindsay Batson (Berg Publishers, distributed by St. Mur-

th's Press; 288 pages; \$47.50). Explores the origins and manifestations of organized right-wing extremism since the

Nazi Germany and the Soviet Union.

ition and Authenticity in the Search for

enic Wiedom, by Thomas Langan

sier to Lagen, by Léon Chertok and Isabelle Stengers, translated by Martha Noel Evans (Stanford University Press; 356 pages; 535). Argues that altermyts to establish psychoanulysis as a science resulted in the suppression of phenomenu associated with hypnosis; considers, for ussociated with hypnodis; considers, for example. Freud's response to his recog-nition that suggestion, by means of the transference relationship, plays an un-controllable role in therapy.

The American Encounter With Buddhism, 1844-1932: Victorian Culture and the Limits of Dissent, by Thomas A. Tweed (Indiana University Press; 272 pages; \$29.95). Focuses on how American adherents of Buddhism attempted to reconcile their new beliefs with the values of

Victorian America he Midrash on Proverbs, translated by Burton L. Visotzky (Yale University Press; 160 pages; \$28,50). Translation of rabbinical commentaries on the flook of

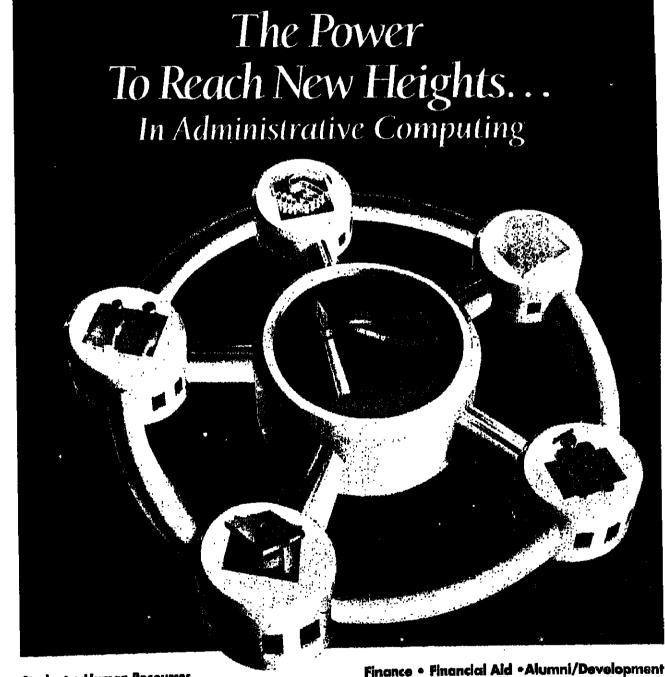
erving the Present Age: Revivalism, Pro-gressivism, and the Methodist Tradition in Canada, by Phyllis D. Airhart (McGill-Queens University Press, distributed by

University of Toronto Press: 228 pages: \$39,95 U.S.). Describes how turn-of-the-century changes in Methodism shaped the nature of 20th-century mainstream

Cholco Against Choice: Cross-Cultural Pol-loy Assessment in Scolal Development, by David M. Freeman (University Press of Colorado; 391 pages; \$39.95). Discusses the applications of sociological theory in the evaluation of proposals in

source policy.
Militarism, Imperialism, and Racial Accommodation: An Analysis and interpretation of the Early Writings of Robert E.
Park, by Stanford M. Lyman (University of Arkansas Press: 331 pages: \$30). Dispersional Press: 1810 pages 1800. cusses early journalistic writings by the American sociologist who lived from

The Radiant Past: Ideology and Reality in Hungary's Road to Capitalism, by Michael Buraway and János Lukács (University of Chicago Press: 216 puges: \$24.95). Examines work and politics un-der state socialism through studies of the Hungarian steel and machine-building in-



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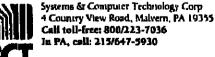
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Many deans-not to mention candidates for academic jobsappear to be frustrated and confused over certain facultyrecruiting practices.

So the Council of Colleges of Arts and Sciences, a deans' organization, is drafting a statement aimed at encouraging more coherent—and more ethical recruitment policies. It is thought to be the first statement of its

A draft of the statement addresses, among other things. problems associated with the recruitment of minority professors; the need to coordinate better the timing of faculty job offers and resignations; and the need for institutions to communicate better with candidates for faculty jobs.

It raises the question of whether it is ethical for predominantly white institutions to raid the faculties of historically black institutions. Those working on the statement decided such tactics were "fair game" in an open marketplace. But at the same time, because of the role historically black colleges play in educating black people, "we wanted to raise sensitivity about raiding," says Lois Cronholm, who heads the panel and is dean of arts and sciences at Temple University.

Another thorny issue cited by many deans involves professors who take a leave from one institution to accept a post at another. Some don't inform the new campus that they still hold tenure at the former, and some, hoping to keep their options open, may even hold tenure at two places at once.

The council is now working with the American Association of University Professors on a final statement that will also reflect faculty concerns about

The latest skirmish in the battle over multiculturalism at the University of Texas at Austin ended last week when the faculty overwhelmingly rejected a proposed multicultural

Professors voted 759 to 434 against the proposal, which would have required all undergraduates to take a three-hour course on U.S. minority groups or a third-world culture. Later, the requirement would have been increased to six

Opponents said the proposal would have left little time for electives and was just another attempt by liberal faculty members to impose their views on students.

"It's often said that multiculturalism is inclusive, but this proposal was exclusive," says Joseph M. Horn, a psychology professor who opposed it. "It was not comparative."

In 1989, an unsuccessful attempt to re-focus a required writing course on issues relating to racism and sexism blew up into an all-out war.

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Those who support the latest multiculturalism plan may revise it and bring it up for another vote.

Personal & Professional

Young Artists Face Bleak Outlook for Teaching Jobs at Colleges

Established practitioners fuel fierce competition

By SCOTT HELLER

CHICAGO Misty Ball Spinelli first searched for a college art-teaching job three years ago. Although she hadn't finished her master's degree in graphic design, she still had 23 job interviews lined up at the annual conference of the College Art Association.

Degree in hand and classroom experience under her belt, she got a rude surprise at the meeting last month: Only five colleges and universities wanted to talk. "I was shocked," she said. "There are so many more people looking for jobs."

19% Drop in Openings

According to art-association figures, 1990-91 was a bleak year for artists who want to teach. The association listed 572 academic job openings, 19 per cent fewer than the year before. The drop was the first reported by the art association in five

Many of the jobs listed were temporary or non-tenure track, but even so the competition was fierce. About 87 people applied for each opening, according to the association's newsletter.

The picture in art history was a bit better: 344 openings, about the same as last year, with fewer people applying for the

Like other working artists and recent art-school graduates. Ms. Spinelli did her best to make the most of a conference attended by 5,000 people, many in a similar predicament. She pounced when the association's placement officers issued updated lists of universities conducting interviews. She hovered by the depressingly impersonal interview room, filled wall-towall with tables, each covered with a white tablecloth and a number, and dropped off copies of her work where interviewers were due to sit.

She even slid her résumé under the hotel-room door of the interviewer from Jacksonville State University, a prime job opening since it is near where she would like to live. Within a half hour she saw a note on the message board setting up a

That was one of few triumphs in an otherwise so-so conference for Ms. Spinelli, who said she would be "sort of heartbroken" if she didn't land a teaching position by the fall. She quit her most recent teaching post to move to Florida with her husband, an engineer. "I'm a teacher and then a graphic designer." she said. "It's in my blood and I love it."

Young artists looking for work face a tougher challenge than ever, in part because they are competing against more-established artists who are returning to teach as a result of a downturn in the art market. Candidates begin looking for teaching jobs Continued on Page A15



looking for a job: "I've seen a lot of people walking around looking scared."

Publishers Suc Copyshop for Selling Anthologies Without Obtaining Copyright Permission

A group of publishers, continuing a campaign against copy-shop owners who fail to seek copyright permissions, has sued a Michigan business that took the law into its own hands.

The lawsuit, filed in federal court here. accuses Michigan Document Services and its owner, James M. Smith, of preparing and selling course anthologies without obtaining copyright permissions. The Association of American Publishers is consdinating the lawsuit for three of its members---Princeton University Press, St. Martin's Press, and the Macmillan Publishing Company's Free Press division.

Ruling Against Kinko's

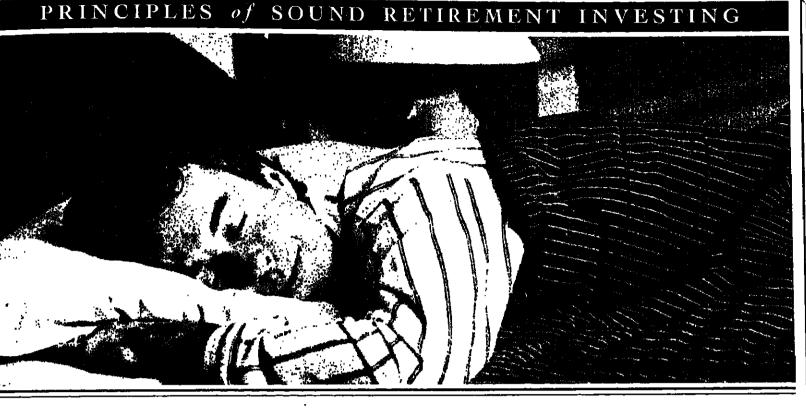
A year ago a federal judge ruled in favor of eight publishers who had sued Kinko's Graphics Corporation, a national chain of photocopying stores, for reproducing excerpts from books without permission and selling them in course packs to college students. The court rejected Kinko's claim that such photocopying should be allowed under the copyright law's provision for fair

DURON use. Kinko's agreed to pay the publishe \$1.8 million in damages and legal fees The your apparent Mr. Smith is part of the "second phase" of the AAP's copyright enforcement campaign, said Judith Plats spokeswoman for the association.

Shops Near Michigan Campuses

Mr. Smith and some other copy Kinko's has led to an impractical, co and time-consuming process for obtains permissions. Mr. Smith, who owns the shops near universities in Michigan, s he did not believe he was guilty of of right sufringement and hoped to prove ha in court. He also contended that the min reason he was being sued was not bear of copyright infringement, but because had publicly stated that he found the Kir key's decision "legally incorrect" and by densome.

Last fall. Mr. Smith told a reporte he had devised his own rather una System as a compromise with publish Instead of obtaining prior permis



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Many deans—not to mention candidates for academic jobsappear to be frustrated and confused over certain facultyrecruiting practices.

So the Council of Colleges of Arts and Sciences, a deans' organization, is drafting a statement nimed at encouraging more coherent—and more ethical recruitment policies. It is thought to be the first statement of its

A draft of the statement addresses, among other things, problems associated with the recruitment of minority professors; the need to coordinate better the timing of faculty job offers and resignations; and the need for institutions to communicate better with candidates for faculty jobs.

It raises the question of whether it is ethical for predominantly white institutions to raid the faculties of historically black institutions. Those working on the statement decided such tactics were "fair game" in an open marketplace. But at the same time, because of the role historically black colleges play in educating black people, "we wanted to raise sensitivity about raiding." says Lois Cronholm, who heads the pane and is dean of arts and sciences at Temple University.

Another thorny issue cited by many deans involves professors who take a leave from one institution to accept a post at another. Some don't inform the new campus that they still hold tenure at the former, and some, hoping to keep their options open, may even hold tenure at two places at once

The council is now working with the American Association of University Professors on a final statement that will also reflect faculty concerns about recruitment.

The latest skirmish in the battle over multiculturalism at the University of Texas at Austin ended last week when the faculty overwhelmingly rejected a proposed multicultural requirement. Professors voted 759 to 434

against the proposal, which would have required all undergraduates to take a three-hour course on U.S. minority groups or a third-world culture. Later, the requirement would have been increased to six

Opponents said the proposal electives and was just another attempt by liberal faculty members to impose their views on students.

"It's often said that multiculturalism is inclusive, but this proposal was exclusive," says Joseph M. Horn, a psychology professor who opposed it. "It was not comparative."

In 1989, an unsuccessful attempt to re-focus a required writing course on issues relating to racism and sexism blew up into an all-out war.

Those who support the latest multiculturalism plan may revise it and bring it up for another vote.

Personal & Professional

Young Artists Face Bleak Outlook for Teaching Jobs at Colleges

Established practitioners fuel fierce competition

By SCOTT HELLER

CHICAGO Misty Ball Spinelli first scarched for a college art-teaching job three years ago. Although she hadn't finished her master's degree in graphic design, she still had 23 job interviews lined up at the annual conference of the College Art Association.

Degree in hand and classroom experience under her belt, she got a rude surprise at the meeting last month: Only five colleges and universities wanted to talk. "I was shocked," she said. "There are so many more people looking for jobs."

19% Drop in Openings

According to art-association figures, 1990-91 was a bleak year for artists who want to teach. The association listed 572 academic job openings, 19 per cent fewer than the year before. The drop was the first reported by the art association in five

Many of the jobs listed were temporary or non-tenure track, but even so the competition was fierce. About 87 people applied for each opening, according to the association's newsletter.

The picture in art history was a bit better: 344 openings, about the same as last year, with fewer people applying for the

Like other working artists and recent art-school graduates, Ms. Spinelli did her best to make the most of a conference attended by 5,000 people, many in a similar predicament. She pounced when the association's placement officers issued updated lists of universities conducting interviews. She hovered by the depressingly impersonal interview room, filled wall-towall with tables, each covered with a white tablecloth and a number, and dropped off copies of her work where interviewers were due to sit.

She even slid her résumé under the hotel-room door of the interviewer from Jacksonville State University, a prime job opening since it is near-where she would like to live. Within a half hour she saw a note on the message board setting up a

'It's In My Blood'

That was one of few triumphs in an otherwise so-so conference for Ms. Spinelli, who said she would be "sort of heartbroken" if she didn't land a teaching position by the fall. She quit her most recent teaching post to move to Florida with her husband, an engineer. "I'm a teacher and then a graphic designer," she said, "It's in my blood and I love it."

Young artists looking for work face a tougher challenge than ever, in part because they are competing against more-established artists who are returning to teach as a result of a downturn in the art market. Candidates begin looking for teaching jobs Continued on Page A15



Eric Shultis, an artist who teaches part time and came to the college-art conference looking for a job: "I've seen a lot of people walking around looking scared."

Publishers Sue Copyshop for Selling Anthologies Without Obtaining Copyright Permission

A group of publishers, continuing a campaign against copy-shop owners who fail to seek copyright permissions, has sued a Michigan business that took the law into its

The lawsuit, filed in federal court here. accuses Michigan Document Services and its owner, James M. Smith, of preparing and selling course anthologi taining copyright permissions. The Association of American Publishers is coordinating the lawsuit for three of its members---Princeton University Press, St. Murtin's Press, and the Macmillan Publishing Company's Free Press division.

Ruling Against Kinko's

A year ago a federal judge ruled in favor of eight publishers who had sued Kinko's Graphics Corporation, a national chain of photocopying stores, for reproducing excerpts from books without permission and selling them in course packs to college students. The court rejected Kinko's claim that such photocopying should be allowed under the copyright law's provision for fair

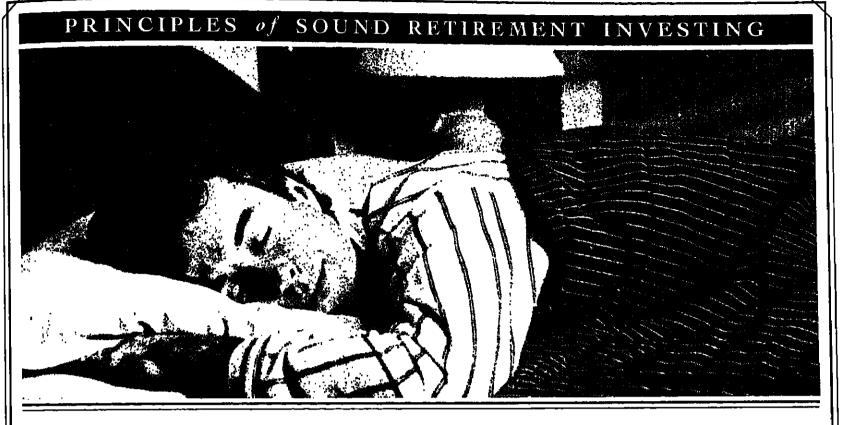
use. Kinko's agreed to pay the published \$1.8-million in damages and legal fees. The suit against Mr. Smith is part of the

"second phase" of the AAP's copyright enforcement campaign, said Judith Plan. spokeswoman for the association.

Shops Near Michigan Campuses

Mr. Smith and some other copy-sing owners complain that the decision against Kinko's has led to an impractical, costy and time-consuming process for obtaining permissions. Mr. Smith, who owns that shops neur universities in Michigan, said he did not believe he was guilty of copy right infringement and hoped to prove the in court. He also contended that the main reason he was being sued was not because of copyright infringement, but because h had publicly stated that he found the Kinko's decision "legally incorrect" and but

Last fall, Mr. Smith told a reporter th he had devised his own, rather unusu system as a compromise with publishers Instead of obtaining prior permission it



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■ Black colleges to exchange professors with other institutions

■ Success found in urging minorities to attend graduate school

A new center at Pennsylvania State University is offering always aware of whom they should dates be nominated to participate workshops to provide minority staff members with strategies for working in a predominantly white environment.

The workshops are being offered throughout academic 1991-92 by the university's Minority Staff Development Center, established last year. The university already had a erybody," Ms. King said. Center for Minority Faculty Development, and it wanted to offer programs for minority staff employees in the Penn State system. Of the university's 10,416 full-time staff employees in fall 1991, only 459 or 4.4 per cent—are black, Hispanic, Asian, or American Indian.

Cynthia L. King, director and senior mentor of the center, said speakers at the workshops are minority employees of the university who talk about "what mechanisms cause of concern that minority and "If we find them, we can't afford to they used to cope and what they did to advance their careers."

So far, about 25 people have attended each of the monthly workshops. Some of the most frequently expressed concerns, Ms. King said, include how to deal with the in the state's Department of Comisolation of being the only minority employee in an office and how to that each college develop its own cass how to carry out the plan and "network" in a university as large hiring goals, that leadership-trainas Penn State.

about how they are being treated. she said. The workshops explain the procedures. "We also talk about how you distinguish between a supervisor who is a racist or sex-tural diversity." ist, and a supervisor who is just a general jerk and unpleasant to ev-

that 54 of the 58 college presidents in the North Carolina white males, officials there are minority-group members. considering a plan to increase the number of women and minority administrators.

Robert W. Scott, president of on the right track to become college presidents. Two of the 58 presidents are black males and two are white women.

The plan was drafted by officials munity Colleges. It recommends ing programs be expanded and

Minority staff members aren't more minority and female candigo to when they have a complaint in them, and that the criteria on which presidents in the system are evaluated be revised to include an assessment of their efforts to foster "an environment conducive to cul-

Sylvester E. McKay, director of research for the system who helped write the plan, said about 21 per cent of the system's 800,000 students are members of minority Faced with statistics showing groups, and 58 per cent are women. About 29 per cent of the seniorlevel administrators in the 58 col-Community College System are leges are women, and II per cent

Some aspects of the plan have stirred resistance. "It's the usual kind of things you'd hear," Mr. McKay said. "Things like, 'We the system, called for the plan be- can't find qualified minorities,' or, women candidates were not getting pay them,' or comments about reverse discrimination."

But he added: "My sense is that there's more support than opposi-

This month the State Board of Community Colleges is expected to create a committee that will disreport back to the board in June.

Private, historically black colleges will exchange faculty members with other independent liberal-arts institutions under a new grant program aimed at building ties between the two types of institutions.

The Council of Independent Colleges last month awarded grants totaling \$100,000 for faculty and administrative exchanges. The council gave grants ranging from \$6,500 to \$15,000 to nine pairs of institutions, said Russell Garth, vicepresident of the council.

Por example, Benedict College and Columbia College received \$7,500 for faculty exchanges in dance, English, human relations, and religion. The money will be used to pay travel costs and other

In another project. Bennett College and Converse College were awarded \$6,600 to design a course called "Leadership Skills for Women in a Multicultural Society." The course will be offered on

Most of the exchanges are taking place this spring and will last for several weeks, rather than for an entire semester, Mr. Garth said.

The council plans to award another round of grants this spring for exchanges next full. The exchange program is an outgrowth of the council's four-year-old "Enhancing Black College Leadership" project, under which it seeks to involve members of the United Negro College Fund more closely in council programs, such as special institutes for deans and presidents,

The council is using money from

several foundations to finance the

exchange program, including a three-year, \$250,000 grant from the Teagle Foundation.

A three-year-old program to encourage more minority students from California State University campuses to enter graduate school at the Universiy of California or elsewhere has met with some success.

The California Pre-Doctoral Program, created in 1989, also seeks to increase the number of women and disabled students who are underrepresented in various fields of graduate study.

In the first two years of the program, 102 students on California State University campuses were chosen to participate. Of that number, 38 have since been accepted into doctoral programs---18 of them on University of California campuses. Many of the remaining 64 are still finishing undergraduate and master's level work. The Cali-

tornia State system has only a fee doctoral programs jointly offerd with other institutions.

Personal & Profession

Juniors and seniors are eligible to participate. During the academic year, students in the program work with faculty sponsors at their Calfornia State University campuss on both research projects and career planning. The students receive money to travel to doctoral institutions in California and other states as well as to attend professional meetings.

In the summer, some of the strdents take part in research intenships with professors on University ty of California campuses. Eachintern receives a stipend of between \$2,000 and \$4,000 to cover room and board, transportation, and oher expenses.

This academic year, the program chose 75 additional students to marticinate. About 35 are expected to go to University of California canpuses this summer for intenship.

Copy Shop Is Sued for Selling Anthologies Without Obtaining Copyright Permission

simply charged customers one cent a page for royalties, and planned to picture." send a check later to each publisher based on a flat rate and the number of pages copied (The Chronicle,

September 11, 1991). "We know the AAP has evidence against dozens of other shops that they allege have infringed on copyrights," he said. "They want to make an example of us by intimidating us, the entire industry, and, beyond that, the academic commu-

'Unreasonable and Unfair'

Ronald S. Rauchberg, a lawyer for the three publishers and the AAP, called Mr. Smith's accusations "unreasonable and unfait."

"He'd like the world to see him as some valiant little guy standing up for principle against the big bad

corporations who are trying to crush him," he said, "It's a phon

Mr. Rauchberg said Mr. Smith company was drawing business away from competitors who at complying with the law. He also said none of the three publishes had received any royalties for Mr. Smith's company, Mr. Smit said he was still computing to

"The fact that he's adept at go ting publicity shouldn't obsure the fact that he's just trying to inde on property that doesn't belong to him," Mr. Rauchberg said.

The three publishers are seeking an injunction that would require Mr. Smith and his company to co suit copyright holders before to producing published materials The suit also seeks damages and legal fees. — DENISE K. MAONE

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Sustain Our Schools Hitrich Albric (statem)

Patricia Albjerg Graham

"Patricia Graham's S O S: Sustain Our Schools reveals an uncommon and refreshing common sense. She shows that there was no golden age of public schools and that there are no silver bullets to set them right. Here is an author of reform who speaks from broad experience, writes with directness and compassion, and lays out practical ways in which we all can improve the lives of children."

> -David Tyack Stanford University

WHILL and WANG A division of Larrar, Strans, and Grony Wailable at bookstores now, or call 1-800-631 Young Artists Face Bleak Outlook for Teaching Jobs

Continued From Page A12 Master of Fine Arts degree. Art historians earn doctorates. Independent artists with long re-

sumés and prominent gallery shows have approached the department chairmen at Columbia University and the University of California at Irvine about teaching openings, the heads of those departments said. "People who are name brands are hurting, and they need to have a financial base," said Allan Hacklin, chairman of visual arts at Columbia.

Other schools have shut down their searches in midstream. The State University of New York at Buffalo advertised a lucrative post for a sculptor—with a salary as high as \$65,000-and then had to close the search because of statebudget strictures.

400 Applicants for One Post

Where there are jobs, there are plenty of applicants. The University of Rochester received 400 applications for a sculpture position. Suvannah College of Art and Design. which interviewed for 25 faculty positions to meet the needs of a growing student body, received between 400 and 500 inquiries for each job opening this year, said its president, Richard Rowan.

With odds likes those, a young painter like Eric Shultis needs every advantage he can get. Although he has exhibited several times in Chicago galleries, his landscapes -described as "timeless and remote from the daily hustle of modern life" by one curator--don't come across well in slides. So he brought along small canvases, as well as

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The Almenne of Higher Education 1992, by the editors of *The Chronicle of Higher* Education (University of Chicago Press, 1100 South Langley Avenue, Chicago 60628; 342 pages; 518,95, plus \$2 for ship-ping). Presents in Chapter of the helppins). Presents an overview of the health and financing of U.S. higher education on the national level, as well as state-by-date reports on demographics, political sadership, and key statistics about facul-y, students.

sudership, and key statistics about faculty, students, costs, and spending.

Set Funded A Practical Guide for Scholara
Seeking Research Support From Business, by Dorin Schumacher (Sage Publicakons, 2455 Teller Road, Newbury
Park, Cat. 91320: 288 pages: 538 hardcover, \$18.95 paperback). A handbook
for individual researchers seeking financial support from the corporate world;
also discusses larger ethical issues related to university-business parinetships.

also discusses larger ethical issues relation in the united issues relation university-business partnerships.

1892-88: A Handbook for Students and Their Advisors (Association of Commonwealth Universities, distributed by Cryx Press, 4041 North Central at Indian School Road, Phoenix 85012; 312 pages: 312-95 prepaid).

Perspectives on Educational Certification For Adult and Continuing Education for Adult and Continuing Education No. 82), edited by Manaret P. Holt and Cleoree J. Lopes (Sivet; San Francisco 94104; 101 pages; 213-95 breheid). Offers essays on the devaluation of certification of certification. van development, economics, and eval-allos of certificate programs offered by colleges, universities, and businesses.

photographs, in a 100-year-old tool was here to explain the recently spirational writings about the vagaries of the art world.)

Mr. Shultis, who now teaches part time at Lansing Community College, interviewed for jobs in Michigan, New Mexico, and North search cost \$2,000 for him and his wife, also an artist.

"I've seen a lot of people walking around looking scared," said

'Pretty Demoralizing'

David Avalos, an assistant professor of visual arts at California State University at San Marcos, was swamped with interest at his actually holding interviews. He graphics. An additional 103 re- feet her own chances.

which is temporarily housed in an or photography. industrial park.

"For many people it's a pretty demoralizing experience," Mr. Avalos said of the interview derby. "In the morning you throw your the University of Southern Califorin studio art as they finish their Carolina. He estimated that the job materials onto a stack that's already three feet high. Then in the dent, "Someone who does tradiafternoon you retrieve it. You tional print making and video don't know whether anyone's looked at your work or not."

"I wasn't there to be a therapist," he added, "but I felt that the least I could do was respond to people's work as candidly as possi-

Of the 572 academic openings

quired a specialization in painting box. (He also carried with him in- founded San Marcos campus, or drawing, with 65 in film, video.

'It's easier to get a job as soon as you have a specialty, especially in the high-tech areas," said Ruth Weisberg, professor of fine arts at would be a hot property."

Years of Experience

Ms. Spinelli said she was competing against graphic designers with years of business experience. She complained, however, that some interviewers asked about her listed by the art association, 156 husband's career plans, which she table-even though he wasn't even were in graphic design or computer said was illegal and should not af-

Constance Kocs is finishing an M.F.A. at Northern Illinois University. She came to the art meeting with videotaped excerpts from "Enchantment Grove," the multimedia project she completed for her degree. Her work explores how women are pressured into certain roles through domestic rituals.

Ms. Kees found the job-hunting ritual no worse than she expected. She interviewed for two academic posts and a teaching gig in a girls' umnter camp.

Her secret to getting through the meeting: Be yourself. "Be thankful that you don't 100-per-cent fit," she said. "I'm not going to wear high heels. I'm only going to humiliate myself so much. If they hire someone you're not, then you'll be unhappy.

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Berkeley Professors Offer Courses to Satisfy New 'Diversity' Requirement

Continued From Page A1 courses, we are forming an American identity that is an outcome of

different racial and cultural tradi-

Two provisions make Berkelev's requirement stand out. First. American Cultures courses must deal with at least three of the following five groups: African Americans, American Indians, Asian Americans, Chicano and Latino Americans, and European Americans. Second, the courses can't look at ethnic groups in isolation from each other. They must be comparative, placing groups in the context of American society.

Opposition Still Lingers

About 40 courses-the vast majority of them new—have been approved to meet the requirement. They cover fields ranging from education and English to journalism and landscape architecture, Forty more courses are in the works.

The requirement, created in 1989 after fierce debate, may be up and running, but it's not yet troublefree. Opposition still lingers here. Critics contend its purpose is more political than intellectual. They say few professors are expert enough in three cultures to be able to teach the courses well. And they question why a requirement in American Cultures is more important than, say, a requirement in math or literature. The only other requirements common to all Berkeley undergraduates-American history and composition-can be fulfilled in high school or through advanced-placement tests.

an 'oppression studies' mental-

A Sampling of Courses That Satisfy

Berkeley's 'American Cultures' Requirement

Now that students at the University of California at Barking are required to take a course on "American Cultures; professors have been designing new classes and modifying others to nise the marriale. Courses that fulfill me multidiffural requirement are colling of feed in fields from history and multid for ingulatics and response management; following are some of the classes offered in 1991-92.

"Music in American Culture." In this course, students light to and study the music of different which groups, from American Indians to Latinos. They siso study the entergence of such American forms as theater music, lazz, and took.

"American Environmental and Cultural History." This Source, offered: under conservation and resource studies, looks at ways in which displacement to the property of the content of the property of the property of and Artican Americans, perceived, used, and protected the environment, from Colonial times to the present.

"Experiencing Education: Rock and Ethnicity inside Schools" in this education course, students atticy the experiences of tisok. Asian said with people in the nation's public schools, and now those groups used

Money, Property, and Respectability in American Cultures; in the comparative literature course; students examine now different allocations in American have defined material and social supposes; and now treit standards of success, are influenced by melhatically differential and culture. The reading list indicated by service by Theoritis Chilleng The Joy Luck Club; by Amy Ten; and mysthie Man, by Raidh alligners.

The Forging of the United States: a History of Expansion and Interest flon Among Division American, Peoples, 1A92-1804. The highest course tooks at now the current geographic boundaries of the highest States were formed, from the people chief of different groups. The Machine of different groups at the Highwood Film? Students fit fills at the attorious examine images in highwood films made before a surface and the films they see allowance. Along the Monays Buth Branch Nation, The Mark of Zongs plant, and Rio Rievo.



L Ling-chi Wang heads Berkeley's ethnic-studies department: "We are forming an American identity that is an outcome of different racial and cultural traditions."

and editor of the Berkeley Review, a conservative campus newspaper. "The message the university is the primary element in our lives."

porters have their own concerns. "What we have in some courses," Mr. Wang says, "is three groups attempt at comparison or integration of the experiences."

Other supporters worry more "You're inevitably going to have about logistical snags—such as Or he could take a music course whether enough students will fulfill

ity," says Marco Pulisci, a junior the requirement as freshmen to flooding future courses.

By and large, however, people sending is the elevation of race as here are more excited than anxious about American Cultures. When courses, Mr. Wang says wistfully: "I wish I was an undergraduate."

If he were, he might choose to being discussed separately with no fulfill Berkeley's requirement by taking a linguistics course examining such issues as American slang, bilingualism, and Black English. exploring the emergence of jazz and other styles of American music. There's even a physical-education seminar about the leisure activities of different cultures in California from 1790 to 1930.

Students Begin to Stir

Or he could take Mr. Rogin's political-science course.

During a class session this semester, Mr. Rogin sits crosslegged on a table, talking with his class of about 20 students. They've been reading Sucred Revolt by Joel S. Martin. The book describes the Muskogee Indians' efforts to resist white penetration of their culture. culminating in a war in the early 1800's between the Muskogees and the federal government.

No sooner does Mr. Rogin describe the book as a sympathetic portrait of an "alien world" than the students begin to stir. One says she felt the author was glossing over "how women were being oppressed" in Muskogee culture. A black student makes a similar complaint about the book's description of slaves owned by the Muskogees as being better off than slaves on plantations. Others in the class disagree. "Maybe I'm not a good female," says one student, "because

I didn't get totally offended." Directing a spirited exchange. Mr. Rogin explains that the author wants to establish this as a heroic uprising," adding: "He wants to make the culture sympathetic. There's nothing wrong with criticizing his treatment of women and

prevent a glut of seniors from despite his 25 years of teaching, the course made him nervous at first. Some of the requirement's sup- he looks at syllabi for some of the er I could get inside of and have an culture."

But he adds: "One of the exciting things about teaching is learn-

promote ethnic pride. "The main get students outside of their per-

Afterward, Mr. Rogin says that

ton's linguistics class, says: "An requirement seems like a drag, be cause it takes away from whatyou want to study. But I don't mind this one. It seems fitting because u tries to be politically correct."

His goal here is not to reduce racial tensions on the campus or to thing you want to do in teaching is spective, to get people to think in

"I'm a total neophyte in teaching Native-American cultures." he says. "I was anxious about whethinteresting things to say about Indi-

> tively, she views it as a good thing considering the diversity of Berke ley's students. About one-third of



Michael Rogin, who teaches a political-science course: One of the exciting things about teaching is learning new things.

_{Personal} & Professional

new ways about things they think the people in this year's freshman class are white, a third are Asian, they already understand." Across the campus, in a much 20 per cent Hispanic, and 8 per

less intimate lecture hall filled with a few hundred students, Leanne cent black. Jessica Garrison, a white fresh-Hinton, an associate professor of man, gives good reviews to the linguistics, is teaching her new comparative-literature course American Cultures course, K she's taking this term to meet the requirement. It's a seminar called called "The American Languages." This particular after-"Sentimentality of Race, Class, noon, she is discussing "socialdia and Origin in the Literature of the American Cultures." Students lects." or language differences read works ranging from Uncle based on gender or ethnicity, Ms. Hinton says the course. Tom's Cabin and The Adventures

of Huckleberry Finn to Amy Tan's which she is teaching for the sec-The Joy Luck Club and Toni Morriond time this academic year, feek into her research. For instance, she son's Song of Solomon. "It's really hard to get bored in gives students an assignment to ait," Ms. Garrison says. "You're cord slung they hear. "I'm building learning about real things. You can a data base of slang," she says. look around and see it in the dorms "Five to ten years from now, | hope to be able to look at how slave or everywhere you look." has changed."

'The Appearance of Choice'

Last semester, she says, sheep

countered some student resistance

to the requirement, expressed

anonymously in course evalu-

tions, "It was a small minority,"

she says, "but it wrote like a very

In conversations with freshmen

on the campus, however, fewsem

hostile to the requirement. Mr. Pa-

lisei, the Berkeley Review editor.

says he's heard little outery against

it this year. One reason, he says is

that the variety of courses offered

gives "the appearance of choice."

American freshman in Ms. His-

Litise Matsubara, an Asias

While many use the term pelon

angry minority."

New Intellectual Territory

Kenneth Weisinger, a professor of comparative literature, teaches the course Ms. Garrison is taking. He says he seems to have more doubts about the requirement than his students do. He supports it, but considers it confining. "Had I written the requirement. I'd allow for courses looking at Chinese or Mexican history-widening it to allow courses that explained where these groups here came from." he says. Still, he says the requirement has invigorated Berkeley's faculty.

"How taking a course on ethnicity in the Hollywood film or on the California

frontier is going to achieve this miraculous goal eludes me."

giving professors an opportunity to drive into new intellectual territory. Mr. Weisinger, for example, is a scholar of Romanticism, specializing in German literature.

"Right now, I teach this course and a course on Schiller, and by far the most exciting one is the American Cultures course," he says. "I enjoy working up new material."

120 Courses by 1995

Like most other faculty members who created classes for the requirement, Mr. Weisinger participaled in a summer seminar on course development sponsored by the university's Center for the Teaching and Study of American Cultures. The center is another unusual facet of Berkeley's requirement. The university established it in the fall of 1989 after the faculty voted-227 to 194-to adopt the reent. The center's key task is to guide the development of more than 120 new and revised courses by 1995, says William S. Simmons, a professor of anthropology who is director of the center.

Eventually Berkeley hopes to offer around 45 American Cultures courses each year. Center officials say roughly 1,700 freshmen and 1,600 other students have enrolled in one of the 27 classes offered this year. The mandate now applies only to Berkeley's 4,000 freshmen. but in 1993 it will go into effect for ransfer students too.

A nine-member curriculum committee created by the university's

Academic Senate is responsible for center's four-week seminars, held ter's director. "The intellectual reapproving classes for the require- twice so far-in June of 1990 and ment. Not every proposal gets the 1991. The first seminar brought in go-ahead, Mr. Simmons says. A 37 faculty members as fellows and course on "Political Cultures" that gave them each a \$6,000 stipend. is taught by Aaron Wildavsky, a Last summer 42 fellows participatprofessor of political science and ed, and 35 will do so this summer. public policy, was rejected for the In return for the stipends, which requirement because it draws too are now \$5,000, fellows must subheavily on non-American cultures. mit a proposal for an American

\$350,000 Grant

Cultures course.

He is now revising it.

Mr. Wildavsky, who is also pres-

ident of the California Association

of Scholars, an affiliate of the Na-

tional Association of Scholars, vot-

ed against the requirement in 1989.

He still opposes it, but he says:

"Now that this is a required

course, it's up to me as a loyal citi-

zen to contribute a good one."

from Berkeley itself. In one session, Robert N. Bellah, a sociologist, and Ronald Takaki, a professor of ethnic studies, discussed how American identity is defined.

Most of the American Cultures seminars is faculty helping faculcourses have evolved out of the ty," says Mr. Simmons, the cen-

sources for doing what we want to

do are on the Berkeley campus." The financial resources have mainly come from the campus, too. The administration is footing the hill for most of the stipends and for the center's operation. The center also has received a \$350,000 grant

from the Pew Charitable Trusts.

Some at Berkeley still doubt the requirement's legitimacy. Among them are David Littlejohn, a pro-The seminars feature speakers fessor of journalism. The idea behind the requirement, he says, is supposedly to help students live in a multiracial society. "Exactly how taking one course on ethnicity in the Hollywood film or on the "The main thrust behind the California frontier is going to achieve this miraculous goal cludes

However, he says, now that the requirement is in place, "faculty seem willing to let it play out."

Berkeley's effort is being watched closely by outsiders. "Whenever Berkeley pays much attention to undergraduate education, it's worth observing," says Jerry G. Gaff, director of a generaleducation project at the Association of American Colleges. "Certainly they're wrestling with multicultural education in a way that most colleges are not."

Mr. Takaki has supported the idea of a requirement since it was first discussed in the mid-1980's.

"We have an opportunity to do something original, bold, to make a statement," he says. "We have to prove that it can be done, and that's what's happening now."

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An effort by the Research
Libraries Group to look beyond
the nation's major research
universities for new members is
paying off.

The British Library, one of the largest reference libraries in the world, announced last week that it had joined the RLG. J. Michael Smethurst, the library's director general of London Services, said it was time to develop new ties with major research libraries and scholars in the United States.

"The great libraries of the world can't work any longer in isolation," he said.

The RLG said it would make London the European hub for RLIN—the Research Libraries Information Network.

The University of Alabama at Birmingham has created an electronic bulletin board for journalists and others looking for story ideas or comments from faculty members.

The bulletin board lets journalists bypass staff members in the Office of Media Relations to communicate directly with the office's computer, where they will find press releases, a directory of experts, and tip sheets.

The bulletin board is accessible 24 hours a day, 7 days a week, to anyone with a computer and modern. To use the free service, call (800) 822-1775.

John Gever, a senior writer, says the media office has no plans to discontinue issuing printed materials.

A journal sold by subscription for the last 20 years is now also available free on Bitnet and Internet, two widely used electronic networks.

Darrel A. Clowes, editor of Catalyst, which concentrates on continuing education offered by two-year colleges, says he decided to go electronic in the hope that more people would see the publication.

"This journal, because its audience is practitioners, is underrepresented in college libraries," he says. "It is in community-college libraries, but not all graduate students see it."

The electronic quarterly is being subsidized by Virginia Polytechnic Institute and State University, says Mr. Clowes, an associate professor of education at the university, "We can publish the electronic version without cost because the university is underwriting it. The university wants to encourage wider use of electronic publications," he says.

Five days after he posted a notice on the network, 106 electronic subscriptions to the journal had arrived, Mr. Clowes says. The vast majority were from people at research universities.

For subscription information, contact Mr. Clowes at the College of Education, Virginia Polytechnic Institute and State University, Blacksburg, Va. 24061; (703) 231-5269; SAVAGE@VTVMI.

Information Technology



Vilma E. Zalupski, provost of the Cleared campus of the St. Petersburg Junior College District: "The computer has pulled us all closer together."

Computer Link for Each Professor and Administrator Is the Goal of 2-Year-College System in Florida



Charles L. Roberts, St. Petersburg's provost: People "are itchy for us to get farther along."

By BEVERLY T. WATKINS

In September 1989, the St. Petersbar Junior College District embarked on a sp million project to computerize its sens

Within three years, according to the plan, there would be a computer on the desk of every administrator and factor member. The computers would be as nected by an electronic network, so every one could communicate with everyonelese. Instructors would have multimate computer facilities in their classrooms, a well as their own technology conters to developing instructional software. Computers would be available to all studential open haboratories.

So far, the Cicarwater campus, one special center, and the district office but where the administrative headquarters are located, have received their equipment and are linked on a network. The St. Potential campus and the other center, which have some computers, expect to have all their equipment within a year.

Administrators and faculty members who are on the network now land the system for creating a sense of community that have not experienced before.

The computer has brought comm

cation," says Vilma E. Zalupski, Clearwater's provost. "It has become a vehicle for faculty to communicate with faculty. The problem in a teaching institution is that faculty members do not have much time to talk together and share ideas about what they are doing in the classroom. People go from office to class to office. The students do the same."

She says, "The computer has pulled us all closer together. There is more of a community feeling now."

'A Major Philosophical Decision'

The project, called Flamingo, resulted from a recommendation by a long-range planning committee in the late 1980's that the district incorporate technology throughout the system.

"We want to integrate the academic and administrative systems to make the operation of the college more efficient." says William H. Pritchard, Jr., who works closely with the project as director of instructional computing. "The administrators have a vision of eliminating paperwork as much as possible, and the academics have a vision of improving learning for students."

The decision to undertake Project Flamingo generated heated discussions among district and campus officials and faculty members, says Ms. Zahupski, who has been involved since the beginning. "This was a major philosophical decision and a major commitment to technology." she says. "And it was a major, major expense for the college. The project was a step forward that needed to be taken, but it was in competition with many other projects."

However, once the project was explained, "no one argued with the concept and the goals," says Ms. Zalupski. "The deliberations were like those in a family, where half the members want to go skiing in Colorado and the other half want to buy a boat."

When the project was approved, three computer companies—Apple, Digital Equipment Corporation, and Unisys—formed a partnership to support the venture, contributing about \$3-million worth of equipment.

One Site at a Time

Instead of giving each site some equipment at the start, district administrators elected to computerize one site at a time, taking what one calls an "all for some and none for others" approach.

If the equipment had been divided among the sites, Mr. Pritchard explains, the people who received it would have been excited, but they would not have been able to do much all by themselves. So that everyone could see the big picture, he says, "we were seeking a critical mass."

"Dilution across the sites would weaken that goal," he adds. "If we spread the equipment around, we would have an infastructure and nothing else."

Administrators opted to start the project at Clearwater. St. Petersburg and the other files would be converted one after the other until the project was completed in June 1992.

A committee of typical users—people with little or no experience with technology chose the computers for the project, and John D. Busby, associate vice-president for technology and the project a direc-

tor. "We had certain criteria," he says.
"The computer had to be easy to use, easily networkable, and convenient for videodisk and CD-ROM technology."

The committee members selected Apple Macintosh machines.

Today, all administrators and full-time faculty and staff members at Clearwater have Macs on their desks. The machines are connected by network to each other and to computers in the district office nine miles away. "Literally, I can go to my machine and communicate with any faculty member here and anyone at the district," Ms. Zalupski says.

The district provides computer training for everyone who receives a machine, "Initially, everyone gets 24 hours of training over two weeks," says Mr. Pritchard. Users learn how to do word processing, use a spreadsheet, send electronic mail, develop programs with "HyperCard," and communicate on the network.

Four classrooms at Clearwater contain multimedia equipment built into a podium called a "teaching bunker," which is also connected to the network. Each of the bunkers, which are designed and constructed in the district's cabinet shop, contains a powerful Macintosh, two monitors, videodisk and CD-ROM players, a videocassette recorder, and a projector.

The bunkers eliminate the need for a eart to transport equipment between classrooms, "When faculty know the technol-

"The administrators have

paperwork as much as
possible, and the academics

have a vision of improving learning for students."

ogy is a permanent part of the classroom, they are more likely to use it," says Mr. Busby, who is leaving this month to become associate vice-chancellor for information technology at Houston Community College.

Clearwater has five technology centers with sophisticated equipment for faculty members who want to develop instructional software. The centers contain computers and multimedia equipment similar to those in the teaching bunkers, as well as sound equipment, a scanner, and a printer.

The centers, which are also connected to the network, give part-time and adjunct instructors, who do not have computers, an opportunity to develop instructional software, Mr. Pritchard explains. "A lot of informal development goes on because we have these fuculty-development centers," he says. "A lot of it 1 don't know about until something doesn't work and someone says, 'Call Willie.'"

Four buildings at Clearwater have student laboratories with an average of 20 computers each and a range of other equipment.

"About 90 per cent of our people use the computer daily." Ms. Zalupski estimates. "Secretaries, clerks, and administrators use it all day every day. Faculty members are at various stages of development and expertise.

"There are a few people here who do not.

Continued on Page A21

Wide Range of Equipment to Be Part of St. Petersburg's \$9-Million Project

When the St. Petersburg Junior College District completes its \$9-million multicampus computer project, a 37-mile fiber-optic network will connect its Tarpon Springs Center in north Pinellas County with its Allstate Center in the south, In between, the network will link Clearwater, the district's administrative office, Health Education Center, and the campus at St. Petersburg.

Today, the college's computer system includes two Unisys mainframes, located at Alistate, that function as an administrative hub. Three Digital VAX minicomputers serve Alistate, Clearwater, and the district office. They allow administrators and faculty members using desktop machines to send and re-

When the St. Petersburg Junior Colge District completes its \$9-million ulticampus computer project, a 37ile fiber-optic network will connect its

ceive electronic mail and files and to print materials. In addition, the vaxes serve as "gateways" between the networks on the sites and the systemwide network.

Still to come are VAX minicomputers for Tarpon Springs, the Health Education Center, and St. Petersburg and a larger VAX for administrative use at Allstate. The Carillon Center and a small aviation program located nearby will be linked to the systemwide network by modem.

To date, half the 1,400 Apple Macintosh machines contemplated in the original plan have been installed throughout the system. About 450 of those are connected by networks.

--- BBVERLY T. WATKINS

The following list of computer software has been compiled from information provided by the publishers or by companies marketing the programs. Prices are subject to change without notice. For information about specific applications and hardware requirements, contact the companies directly.

COMPUTER PROGRAMS

Biology. "Insight," for Apple Macintosh. Requires "HyperCard." Lets students serve as subjects to demonvisual phenomena, providin data to be recorded, analyzed, and shown in graphs; \$45; quantity discounts available. Contact: Intellima tion, Department GAPG, P.O. Bo 1530, Santa Berbara, Cal. 93116-1530; (800) 346-8355 or (805) 685-2100.

Hology, "Basic Biology Series," for Apple Macintosh, Includes 52 tutorials and simulations of 45 minutes each on major topics in a two-semester intr ductory biology course; topics include cell biology, ecology, evolution, genetics, metabolism, organismic biology, and physiology; \$20 each; \$1,000 for all 52; quantity discounts available. Contact: OmegaWare, P.O. Box 8024, Port Collins, Colo. 80526; (303) 491-

Computer science. "L-System," for Apple Macintosh. Introduces students to the workings of Lindenmayer sys-tems by helping them visualize the systems' effects, generate fractal trees and understand the basics of fractal g ometry and computer graphics; \$45; quantity discounts available. Contact: Intellimation, Department GAPG, P.O. Box 1530, Santa Barbara, Cal. 93116 1530; (800) 346-8355 or (805) 685-2100.

forticulture. "Landscape Plant Manag er," for 18M PC and compatibles. Re-quires "Windows." Helps students learn plant characteristics so they can select plants for landscapes based o design criteria: lets students organiza and maintain plant information in data base; \$25 for members; \$75 for others. Contact: Wisc-Ware, Academic Computing Center, University of Wisconsin, 1210 West Dayton Street, Madison, Wis. 53706; (800) 543-3201 or (608) 262-8167.

los. "Mathematics, Version 2.0," for IBM PC and compatibles. Requires "Windows." Lets users do numeric, symbolic, and graphical computation; contains an interactive note-book, which lets users combine text, ciudes a programming language; \$995. Contact: Wolfram Rescarch Inc., 100 Trade Center Drive, Champaign, Ill. 61820-7237; (800) 441-6284 or (217)

eterinary medicine. "Dairy Cattle: Use-of-Records," for IBM PC and compatibles. Provides strategies for analyzing records of pre-breeding and post-breeding estrus detection for improving dairy herds; includes information on milk progesterone tests as reas dairy consultants and evaluate records; \$25 for members; \$75 for others. Contact: Wisc-Ware, Academic Computing Center, University of Wisconsin, 1210 West Dayton Street, Madison, Wis. 53706; (800) 543-3201 or (608) 262-8167.

Medicine. "Transposition of the Great Arteries," for yideodisk players used "InfoWindow." Lets medical stu dents view the Jatene operation-an arterial switch—in its entirety or in segments; \$650 for members; \$1,300 for others. Contact: Health Sciences Consortium, 201 Silver Cedar Court, Chapel Hill, N.C. 27514; (919) 942-

Utilities. "Microsoft Works for Windows, Multimedia Edition." for CD-Rom players used with 18M PC and compatibles. Tutorial section contains 42 animated lessons on how to use the program's tools—word processor, spreadsheet, data base, charting, and drawing; reference section includes an index, explanations of tasks, and stepby-step instructions on using the program; \$99; quantity discounts and site licenses available. Contact: Microsoft Corporation, One Microsoft Way, Redmond, Wash, 98052-6399; (206) 882-8080.

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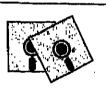
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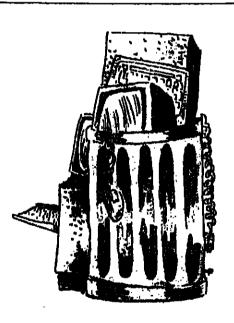
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Continued From Page A19 know how to use the computer. campuses and get the same educa- understands the district's financial when students complained about They say, 'At this point in my career, I don't want to do that.' We don't push them, but a comple have

Information Technology

already come around." New computer users throughout the district complain that there are not enough technically skilled staff members to keep the equipment functioning properly and to help them solve problems. Right now, Mr. Pritchard is the district's only full-time technical trouble shooter.

Ultimately, "the college will have to put money into support people," says Joseph C. Gould, Clearwater's program director for natural sciences. "We have faculty members who, if it takes more than three minutes to fire up the equipment, won't do it. Computing has to be as easy as the overhead pro-

The college must also provide help when equipment breaks, says Mr. Gould. "Most faculty don't like to play with the wiring."

Today, the St. Petersburg district's technology revolution is on hold, a victim of budget cuts by the Florida Legislature. In October 1990, just a year after Project Flamingo began, the district was notified that its budget would be cut by \$1.5-million. The district lost an additional \$1.2-million last year. Administrators say the Legislature has already told the district that it can expect additional cuts of \$1million to \$2-million in July.

'Haves and Have-Nots'

Because the Clearwater campus has computers now and the St. Petersburg campus does not, some administrators are concerned that the system is split into "computer haves and have-nots," as one puts

"We've had to make cuts in a lot of areas, but none shows up like

"We've had to make cuts in a lot of areas, but none shows up like this one.

The faculty and staff were drooling in anticipation

of computers."

this one," says W. Robert Sullins, vice-president for education and student services, who joined the system because he was excited about participating in the computer project, "The faculty and staff

Mr. Sullins speculates that it will be at least a year before funds are again available for the venture. One major impact of the project has been the excitement." he says. "I worry that we will not get back

Mr. Busby says he is concerned about how the delay will affect opportunities for students at the two general-education campuses. He speculates that faculty members at Clearwater will use more and more lechnology in their classrooms, leaving their colleagues and students at St. Petersburg behind. The district's view has always

College's Goal Is a Computer Link for Every Professor and Administrator been that all students can go to all burg's provost, says his campus

the campuses.'

"St. Pete was not resentful that Clearwater would be first on the software, he says, and scattered network when they thought they groups are finding ways to use would be on themselves within months," says Mr. Sullins, "Now they are resentful."

'The Right Decision'

He says that converting the sites one by one "was the right decision at the time, but we might have done it differently if we had known what was coming up.'

Charles L. Roberts, St. Peters-

tion," he says. "If we delay much difficulties and is making the best not having enough computers longer, we will get a gap between of a frustrating situation. The cam-available in the open labs," Mr. pus does have a technology center Roberts says, "we used student acso faculty members can develop technology in teaching.

> Some instructors have taken one or more of the four graduate courses—instructional uses of the Macintosh, programming with "HyperTalk," instructional design, and interactive media-that the district has developed with the University of South Florida, which is nearby.

The campus is also tapping fresh

Professors 'Are Itchy'

large the computer lab."

Mr. Roberts concedes that "faculty members are itchy for us to get farther along." However, he says. they may come out ahead in the end because the technology changes so fast. For the same amount of money it spent on the first computers, the district will be able to buy much more powerful

tivities' money, which we don't

normally use for instruction, to en-

machines in another year. "Faculty will be pleased with the technology here when it goes in," he says.

District administrators hope to set up a temporary network this month between Clearwater and the district office, using telephone lines and modems. In the meantime, says Mr. Roberts, "we're out of the loop."

With prospects for early state support dim, the district is turning to private sources in search of money for more equipment. By April 1, the St. Petersburg Junior College Development Foundation. the district's fund-raising arm. should have a new full-time development officer on board, says Carl M. Kuttler, Jr., the system's president. Project Flamingo will have top priority, he says.



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A researcher at the University of California at Santa Cruz is trying to teach a computer to play chess like a human.

At present, computers that are programmed to play chess sift through millions of moves and choose one. Humans rely on past experience and intuition.

Robert Levinson, an assistant professor of computer and information sciences, is designing a program called "Morph" that would learn chess as a person would, given a list of possible moves and a partner, "Morph" is playing with "GnuChess," a computer program about as skilled as the average tournament player.

Good chess players do not process huge numbers of moves in their minds, says Mr. Levinson. They consider patterns of relationships among the pieces and squares on the chess board. Mr. Levinson wants "Morph" to do the same.

"Morph" is programmed to look back through its moves at the end of a game and assign a value between 0 (a sure loser) and 1 (a sure winner) to each pattern that appears. The patterns reveal opportunities for offensive and defensive moves. "Morph," which also studies the layout of its opponent's pieces, decides which patterns to save and which to discard.

So far, "Morph" has played tens of thousands of games and lost most of them. However, says Mr. Levinson, some of its moves are "creative for a computer."

The three-year project is supported by a \$298,000 grant from the National Science Foundation.

For more information, contact Robert Levinson, University of California, Santa Cruz, Cal. 95064; (408) 459-2087.

-BEVERLY T. WATKINS

As part of a special project, a professor at St. Norbert College is helping disabled people express themselves through art forms created with assistance from technology.

Charles R. Peterson, a professor of art and education, says that Arts Access Through Assistive Computer Technology, a project he helped create, adapts software, keyboard overlays, and special interfaces so the disabled can paint,

write, or compose music. "This is all off-the-shelf stuff." says Mr. Peterson, explaining that the project looks for equipment that is relatively inexpensive, easy to use, and often already available in special-education classrooms. The equipment is then modified to meet special needs.

For instance, Mr. Peterson says. a student with little physical control over his body can control many computer programs by sucking in or blowing out small puffs of air through a straw-like device.

The project, which is supported by the National Endowment for the Arts and the International Business Machines Corporation, has al-

■ Professor tries to teach computer to play chess like a human

ly cut off from society to communisystem to track the academic cate, Mr. Peterson says. For more information, contact progress of students.

Charles R. Peterson, Young Artists Workshops, St. Norbert College, De Pere, Wis. 54115; (414) -DAVID L. WILSON

To evaluate academic and remedial programs, a consortium of 35 higher-education institu-

lowed people who have been large- tions in Texas and Oklahoma is using a customized computer

> When students enter college, busic information about them is put into the system, called the Longitudinal Student Tracking and Reporting System, or LONESTAR.

The data base includes age, sex, marital status, previous education, education of parents, demographic lege, P.O. Box 447, Amarillo, Tex.

are updated as students complete Briefly Noted courses, remain in the data base for six years.

The academic-tracking system lets consortium members conduct research on their own students and programs and make comparisons with other institutions, says Stanlev I. Adelman, director of institutional research and data-base coordinator at Amarillo College, which helped to organize the consor-

"Each member of the consortium maintains the same data-base structure, but each college maintains its own file locally," he

For more information, contact Stanley I. Adelman, Amarillo Coldata, and more. The files, which 79178; (806) 371-5113. --- 8.T.W.

■ The Georgetown University Center for Teaching and Technol ogy has created a new electronic file, the Interpersonal Computing and Technology List or IPCT-L. which is accessible on Bitnet, For more information, contact Zane L. Berge, assistant director, Academic Computer Center, Georgetown University, 238 Reiss Science Building, Washington 20057; (202) 687-6096; BERGE@GUVAX.

"The Best of CAUSE/EF-FECT." a collection of articles on information technology on the campuses between 1978 and 1991. is available from CAUSE, 4840 Pearl East Circle, Suite 302E, Boulder. Colo. 80301; (303) 499-4430; INFO-(#CAUSE.COLORADO.EDU. It costs \$8 for members and \$16 for others.

A Conversation.

◀ Kathy Frawley, Registrar, Assumption College

"Basically, we started with very few constraints, which was good because we could look at the best system for our needs. We wanted software sophisticated enough for our experienced users, yet easy enough to learn for our first-time users."

Susan Petrosino, Student Product Manager, Quadata

The experience that we have had in implementing over 100 systems gives our clients a comfort zone. They know we understand their problems and concerns."

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"Of course we wanted the system to provide many other features, such as degree audit and academic advising. The ability to generate fast, accurate reports, such as IPEDS, or just ad hoc lata for staff use, was a key element."

> "Our Student Degree Audit module is a good example. It's very flexible. The Registrar can track complete transfer credit information and monitor students' academic progress toward completion of their

"Good service is essential. When problems and questions arise, we need a company that gives us quick, accurate answers."

'Tve sat on the other side of the deak. I was a Registrar for 11 years, so I'm very sympathetic and understand the need to know that someone will be there when you need help. Not in three days, but now."

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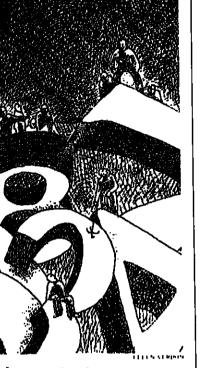


THE CHRONICLE OF HIGHER EDUCATION

Section 2

March 11, 1992

OPINION



Opinion: Myths about teaching mathematics B3



we did.

arts policy and established a

Federal Advisory Council on

the Arts to pursue such a poli-

cy. In 1965 President Johnson

linished what his predecessor

had started by creating the na-

tional arts endowment that we

know today. Its funding, at the

When the Nixon Adminis-

tration took office in 1969, 1

imagine, a closet aesthete who wor-

in this project to Michael Straight, Nan-

cy Hanks, and Charles MacWhorter, a

friend of Nixon and a devoted worker

for the arts and artists. The Administration

got things started by proposing to double

the arts budget. Nancy became chairwom-

an of the endowment and spearheaded the

effort with Congress, explaining how more

money would support more arts institu-

tions and artists across the country-i.e..

in every Congressman's district. She was

a huge success, and the en-

dowment's annual budget had

grown exponentially, from \$8-

million to \$140-million, by the

In the spring of 1969 I turned for help

shiped great artistic performe

beginning, was insignificant.

End Paper: The camera as weapon **B60**

Poetry **B2**

Letters to the Editor **B4-7**

Bulletin Board B8-59



Financing Private Art With Public Money: Troubled Truce Ends

became the White House aide in charge of arts. I was visited time she finished her second term in 1976. by visions of a vastly expanded endow-Meanwhile, Mr. Straight, a novelist and ment, and President Nixon was agreeable serious art collector, became deputy chairto the idea. Under attack from liberals over man of the endowment. He served as qual-Vietnam, he saw benefit in making some ity-control officer and worried about the conciliatory gestures toward them. As a damage this idea of art-as-politics student of history, he knew something of might ultimately do to the artistic quality the connection between great cultures that the endowment was supposed to and powerful political regimes. And he was, hard as it may be for his enemies to

Sometimes we had to deal with controversies created by the burgeoning federal arts establishment-although by contrast with today's blowups, ours were chaste and tame. There was, if you can now imagine it, a three-week Congressional dust-up over the use of the word "builshit" in a federally funded Living Stage improvisation for schoolchildren in

Baltimore. On another occasion the American Film Institute proposed to run State of Slege, a Costa Gavras film about the killing of a hostage by leftist terrorists. It seemed to

me crazy or worse, in those days of active terrorism, to run a film extolling terrorist murder in a federally funded facility. I calmly told my friend George Stevens, the institute's director, that I intended to withdraw-noisily—the President's name as sponsor of the benefit première at which the film was to he shown. Mr. Stevens just as calmly canceled the film. He had decided, he announced, that running a film at the Kennedy Center praising assassins was not appropriate. The ar-

tistic heavens did not fall. We had scores of small conflagrations that were contained or smothered by Nancy and Michael's eternal vigilance. The political right was kept at bay, and leaders of the arts community stayed silent at minor intrusions. They followed an unarticulated consensus: Spare the words and save the child.

I left Washington after Watergate. Under President Carter. I saw the endowment become politicized, absorbing lock, stock, and cyanide the contaminating idea of a "populist" art culture. Historically validated artistic excellence increasingly had to elbow its way through crowds of mediocrity. And what had once been art sideshows-experimental and provocative forms. political arts, new and exotic grant categories to cater to an alienated part of the arts

world-gradually edged into the main arena. They were pushed there by the changing political culture and attracted foreseeable trouble from critics on the right.

NOW THINK, though, that the seeds of destruction were sown at the beginning, as Nancy Hanks, in her passion for growth, enlarged the arts constituency by doing what politicians do best: doling out money with less and less discrimination in order to get more and more money But Nancy had a genius for creating coalitions and rolling with contradictions.

In 1980 President Reagan came to town and promptly, though unsuccessfully, tried to eliminate the endowment. It survived subsequent assaults partly because of the chairmanship of Frank Hodsoll, a man of great political skill. But the endowment was by now beset on the left by militant feminism, homosexuality, political rage, and undifferentiated provocation for

the sheer hell of it. The visual arts, in particular, had gone off the rails, setting up one easy Continued on Following Page





OPINION

Backing Private Art With Public Money: Troubled Truce Ends

Continued From Preceding Page target after another. On the right, the endowment was under attack from conservative-movement politics, fundamentalist fury, and Sen. Jesse Helms. Looming over the resulting clashes was a media machine avid for the sort of titillating material that usually lay at the heart of these dis-

Consensual arrangements and quiet fictions that had once enabled political and artistic adversaries to maintain a troubled truce started to collapse, revealing the paradox at the heart of federal support for the arts: the idea that the whole country should pay for highly particular and private

N 1989, carly in President Bush's Administration. John Frohnmayer invit-Led me to lunch to talk about his new job. The controversy over the endowment's support of the Robert Mapplethorpe photographs, a headache Mr. Frohnmayer had inherited, was already in the news. I found myself suggesting to him

"After the funding crisis passed, behavior at the top of the endowment did not change enough to make a difference."

some survival rules that would never have occurred to me in the old days. First, he should realize that the endowment's enemies would try strenuously to have his performance judged by the nature of his mistakes. Second, in his battle against these enemies, the artists would not be loyal allies. In fact, they too would be his adversaries and had to be treated as such. Third, his real constituency was not the artists but the President, Congress, and the public. He could benefit the arts only by succeeding, and success would be impossible if he thought of himself as an advocate for art-

He was politely appreciative, but went his own way, from one head-bunging to another at the hands of artists and moralists. A few controversial grants-supporting a virulently political AIDS work featuring public figures such as Cardinal John J. O'Connor, Andres Serrano's "Piss Christ" with its crucifix submerged in urine, theater involving symbolic excrement spread over the performer's body, and the like-came to symbolize the descent into artistic and moral disorder of the once-disciplined federal effort to support

.The arts community's heated defense of these grants infuriated not only the endowment's conservative opponents but a large number of previously neutral bystanders. The controversy paralyzed Congressional proceedings to reauthorize the endowment in 1990, and Senator Helms introduced a proposal to codify standards of decency for endowment grants. Artists replied that their First Amendment rights were being trampled.

Out of the noise came-what else?-a Congressionally created bipartisan commission. I was named co-chairman along with John Brademas, president of New

York University and an original drafter of the 1965 endowment legislation while he was in Congress. The 10 other commissioners were a politically heterogeneous and fiercely opinionated group of art aficionados. But we agreed, amazingly, on a unanimous report. It recommended that the endowment be reauthorized and that there be no specific content restrictionsbut that the endowment's grant procedures be drastically revised to curb conflicts of interest among panels of artists and to restrain the funding of self-destructive artistic craziness.

Yet after the funding crisis passed, behavior at the top of the endowment did not change enough to make a difference. Last fall, when the endowment's advisory council recommended that some of the same avant-garde performance artists who had conspicuously angered endowment critics be given grants for more projects. Mr. Frohnmayer would not overrule the council. He explained to me that he should overrule his council only if a recommendation met a quasi-judicial standard of clear and convincing error. The next day an endowment staffer privately read me a string of phone messages from Congressional aides calling on behalf of the endowment's most durable supporters in Congress. They all asked more or less the same thing: "Has he lost his mind?"

Can the President, Congress, and the arts community finally cut through all this baloney and febrile foolishness and redeem the original idea of the arts endowment? I am coming to doubt it. This country, it is now clear, simply does not have the traditions of deference to artistic elites and central-government authority to make the job easy or natural. If the endowment is to survive, we will have to start making legislative distinctions between the preservation and dissemination of time-tested art treasures—from Michelangelo and Mozart to Bechet and Ellington-which can and should be given public support, and contemporary art still in the aesthetic laboratory, which will have to be supported by private foundations and patrons. If private aesthetic tastes run to fecal symbolism, public urination, and the politics of contempt, so be it, but not with public

OREOVER, art-faculty members need to make it clear to mon dents that there is no such thing as government support without restriction on the work they do. This, after all, has always been the case in other disciplines for example, in the sciences, where grants are given for specific projects. Art educators must also provide the students with a sound intellectual framework so they can understand the social implications, as well as the artistic ones, of their work. And if some arts leaders-including those in university art departments and museumscontinue to show disdain for the hard, disciplined, compromise-filled work of sustaining a political consensus for the arts, and continue to act as if shouting "First Amendment!" at every opponent were a persuasive or powerful argument, the federal arts experiment will fade and fall. It will be a sad ending after a happy start, and a loss to the country, but this prospect is as certain as the implacable anger that follows sustained insult.

Leonard Garment, a lawyer, was Presidential counselor to President Nixon and co-chairman of the 1990 Congressional bipartisan Independent Commission on the Arts. This article is adapted from one that appeared in the February 25 issue of The Washington Post.

The Cold War

On Fridays, after dinner, we knelt on the shag carpet in the living room and followed the calm, deep modulations of the voice rising and falling

off the yawn and warp of the phonograph, where the record of The Living Rosary spun in its mechanical eternity. The beads hung in our hands like loops

of barbed wire and the plastic crucifixes swayed in the air like a jailer's keys. My sisters in muumuus, hair bristling with pink rollers, lip-synched the dirge

of Our Fathers, Hail Marys and Glory Be's, while I in my do-gooder's pose kept pace with the Sorrowful Mysteries. Eyes closed, heads bowed, my parents didn't move,

until the tone arm swept free of the labyrinth of vinyl bands and the needle skittered across the album label. Then my father rose, in a reverse genuflection, and carefully removed

the tone arm from its cradle. You could hear the static in the single speaker withdraw into the basilicas of vacuum tubes and see the little town of orange lights

diminish inside the amplifier's housing as if the tiny soul in everything had dimmed, had become as dark and murky as the smoky flicker of the sanctuary lamp in church,

that red and fragile heart beating beside the altar like a bird trapped in glass, a swirling breath of gas that was God's soul . . . And so we prayed not for ourselves but for those

trapped behind the Iron Curtain, a walled-off place that lay, I thought, beyond our darkened kitchen, way beyond, where the Cold War raged, invisibly, and where our prayers if heard

arrived muffled, muted, drowned by the dunning voice of The Living Rosary, as difficult to hear as our telephone which Mother wrapped in towels to dampen and stifle its worldly ring.

> MICHAEL COLLIER Associate Professor of English and Director of the Creative Writing Program University of Maryland at College Park



Myths That Undermine the Teaching of Mathematics

By William C. Ramalev

N the report "Moving Beyond Myths. Revitalizing Undergraduate Mathe-A matics," released last year by the National Research Council's Board on Mathematical Sciences, the authors address myths about who needs mathematics, who can do mathematics, and what mathematics is. Although the report raises many important points, it does not discuss several other myths that are undermining the teaching of mathematics in colleges and universities. In fact, it even "promoles" several myths that undermine not only math education but also math educa-

Following are some myths and facts that the National Research Council did not consider in its report:

MYTH. A math program that is successful at one college may be implemented at other colleges quickly and easily.

FACT. Outstanding mathematics programs are difficult to export; in fact, little is known about the effectiveness of such programs when adopted by other institutions. while we rarely know why a particular program is successful, we do know that faculty members play a critical role. Unfortunately, however, they cannot be cloned. One of the most successful professors of lopology was R.I. Moore of the University of Texas. His non-lecture leaching technique, which came to be called the "Moore method," bore rich fruit when he used it. But his students had less success when they used his teaching strategy, and their students finally returned to a more traditional approach. This is not an tinusual evolution. The "Socratic method" was not as effective for Sucrates's students as it was for him. Although a great deal can be done to

help educators at different colleges improve their programs, such as holding workshops on the new technology of graphing calculators and on effective ways of involving students in discussions, we cannot simply crase existing programs and guarantee that improvement will come about by transplanting a program from one college to another.

My (H. Textbooks are written in ways that hinder learning. They are dull and ponderously pedantic rather than "lean

FACT. Textbooks evolve from the changing needs of disciplines, shifting pri-

fleulties in learning or teaching mathematies than it is to accept responsibility themselves. In addition, textbooks really are a part of the problem insofar as they have become too long. One reason for their unwieldiness has been the insistence of textbook-selection committees that almost every possible theorem and application be included.

MYTH. Faculty members begin their teaching careers believing that mathematics is hard to learn and can only be learned by certain people.

FACT. Almost all graduate students and beginning faculty members are amazed at

"If we fail to convince the public that a crisis exists, math educators will remain underpaid and inadequately prepared to cope with the needs of our students."

orities on what students should learn, and judgments about the effectiveness of previous texts in presenting material. In other words, textbook writers do not write in a vacuum. Anyone who compares texts of 50 years ago with those of today is immediately struck by the informal, even conversational, style of current writing and the authors' earnest attempts to engage readers by presenting real-world applications.

Faculty members responsible for selecting textbooks really do want students to succeed. So do textbook writers and publishers, who are continually attempting to create better texts, because they know that most faculty members structure their courses around these books. However, it is easier for both students and faculty members to blame a textbook for their dif-

how difficult mathematics is for other people to learn. Having had an easy time of it themselves, they assume that others will learn math just as easily. Terms such as "it's obvious" and "clearly" abound in classes taught by beginning teachers. That some people cannot learn mathematics is more a perception among "lay" people than it is of faculty members on their first day of class.

MYTH. Faculty members are not as interested in teaching as they are in their own research, so they don't worry about finding new methods of instruction.

FACT. Most mathematics teachers begin their careers wanting to share their love of mathematics with students and to help them learn its utility and appreciate its beauty. This is even true of a surprising number of graduate teaching assistants, although they must devote most of their time to their own studies and research.

As with textbooks, methods of instruction have evolved through interaction with students in the classroom over time. Little evidence has been presented that shows that different methods are more successful than those faculty members currently use in their courses with typical students. Further, in many-maybe even in most-lecture classes, instructors begin each session by taking questions from students and often try to elicit students' participation during class.

Smaller classes would allow for more interaction between professors and students, but neither the federal government nor the states are likely to provide the increased support that would be needed to reduce class sizes, create labs, and restore the low ratios of students to faculty members that existed in the 1950's. Therefore, teachers probably will continue using the lecture format while seizing whatever opportunities present themselves for innovation, such as overhead displays of computer-generated images and videodisks that can be demonstrated in a classroom

MYTH. American society believes that mathematics is important and that teaching math is a career worthy of respect.

FACT. In 1967, the average baseball player's salary was four times that of a starting college professor of mathematics. In 1991, ballplayers made 30 times as much. The gap between the salaries of stockbrokers and professors is comparably large. Students need not think long or deeply to understand how society rewards a commitment to mathematics education.

Even within academe, the salaries paid to math professors at four-year colleges Continued on Following Page



ald Graff's account of how he teaches Joseph Conrad's Heart of Durkness ("What Has Literary The- off the tongues of literature profes- ans, just as the colonizing Europeans ory Wrought?" Point of View, February 12). It sent me in search of the yellowing copy I once read in freshman English Could we have so misconstrued the story, been so insensitive to its racist underpinnings? On re-reading I found it dense, wordy, cant? troubling, sometimes funny, utterly absorbing. But racist? How absurd.

The fatal error that launched Graff's odyssey into this backwater of political correctness was to take seriously the writings of Chinua Achebe, who appears (at least in Graff's excerpts) not to even try to understand the novel. Achebe would have it that Conrad's Africans are mere "props for the breakup of one petty European mind." But in fact the horrendous suffer-

ing of Conrad's Africans, abused and exploited by the European ivory traders, permeates this harrowing tale and haunts Marlowe, the story teller. Attentive readers will ache for the Africans' misery and despair. Conrad's Europeans are foolish bureaucrats, vicious money-grubbers, and madmen. Yet Achebe asserts that the novel "celebrates" the "dehumanization" of Africa and the Africans. Assuming that we're all talking about the same book. I wonder why Graff bothers with a writer so blinded by his own prejudices and political agenda. Even the critics on Graff's syllabus who concede "that [Achebel is right about Conrad's racism and colonialism" argue that "he overlooks the powerful critique of

Graff tells us that Conrad's novel

I ought to be grateful for Ger- Africa and in justifying the West's surely the sight of them in their napolitical and economic treatment of tive dress and habitat would have asblack Africa." Cliches like this roll tonished and unnerved most Europesors, but how can they possibly claim must have seemed frightening and bisuch omniscience? Even specialist zarre to the Africans. To deny black historians and social scientists would students the chance to deal thoughtfind this factual claim hard to docu- fully and objectively with such diment. Can Graff really believe such a verse perspectives would indeed be foolish piece of politically correct racist. BARBARA RHOADES ELLIS

The losers have to be Graff's stu-



dents. He assigns only two novels: Conrad's (which is about 85 pages) himself in deepest darkness, he have had more common sense than and Achebe's (let us hope he is a bet-taught Heart of Darkness-straight. Professor Graff, remaining content ter novelist than critic). The rest of Then Chinua Achebe tore the scales to sit on his decidedly less-theoretithe syllabus is criticism, much of it from his eyes. He had been in the grip cal wooden chair. political. The exhilarating process of of a bad theory. Now he has got a May one suggest that Professor the solitary reader coming to terms good theory. Now literature is cen- Graff follow Eddington's admirable with a great piece of fiction seems a traino longer; politics and sociology example, sit on his less "theoretical" side issue in Graff's class. But per- and psychology are. haps he values criticism more than The cosmologist Sir Arthur Edliterature.

Graff expects to be offended by the by a newer one. He discovered, he story's images of Africans: Why as- wrote, that the one chair in his study sume that black students lack the cm- was really two-one, the old-fushpathy and imaginative capacity to unioned, solid, wooden one upon which

TO THE EDITOR:

For more than a quarter century now, an astonishing number of professors of literature have seemed bored with their subject. They appear to have preferred to expound. instead, politics, sociology, anthropology, psychology and, alas, in their latest phase, even philosophy, on each of which they are all too often badly informed.

Gerald Graff is merely a more visible example of this regrettable ten- ence composed of atoms rapidly vidency. So far as I am aware he has brating in mostly empty space. degrees in none of these subjects but. Though he purported to be puzzled English literature. He tells us that us to which of them was the real theory drove him to it. For years, wooden chair, Eddington appears to

dington also found himself in the grip and the many subjects for which he As for the black students whom of an old-fushioned theory dispelled derstand Marlowe's unease and iso- he had sat for so many years, and the "has played an active role in con- lation? Africans were a rarity in other, the new chair of physical sci-

To the Editor:

Gerald Graff's essay is a dainly illustration of what has gone wrong in the universities. The most glaring item is simply his belief that classroom discussions should be dominated by political concerns. That is as aberrant as claiming that they should

chair, and give up altogether both his

very odd use of the word "theory"

was not trained in favor of the one for

BARRY R. GROSS

Professor of Philosophy York College The City University of New York Lonan a, N Y

which he was: literature?

The other glaring item is his pedagogical method of giving a contempo-

than political and economic power.

"He's looking for an appropriate exclamation, like Eureka'!'' tional ways have failed to stress the political crosscurrents, some to the detriment of Western white colonial isin and some to the detriment of Af rican sloth and barburism.

by superior to the one-track political

vision of Graff. I hope some of the

ghosts in the Chicago buildings will

to look for the best theories. Graff

indicates that in his classes there is

no effort to adjudicate between cor-

At least Graff is honest enough to

admit that he has accepted the Mus-

ist view that the classroom should be

politicized, and the only question is

should be hard for him to say, be-

cause he hates to judge betweencom-

Ciraff's essay shows why the uni-

versity is failing. But he is a great

guy. He is not his true self. He has

contracted the mother-of-all-viruses

1 French Più. WII LIAM MCMAHON Professor of English Western Kentucky University Bussling Green, Ky.

the dreaded French Flu.

"whose politics are better." And it

We were not encouraged to refuse

Snook him Soott.

flicting theories.

peting theories.

Your "Note Book" entry (January There never has been a time when 29) concerning law students' unwillthese complex polarities were not ingness to challenge professors' emphasized—including various othviews in classes, exams, or papers er oppositions such as the probable reflects not so much on the law stusemi-frigidity of the pale British dents as on the law schools themwoman and the crotic splendor of the selves and legal processes in general. jungle mistress. Furthermore, those I have a doctorate in psychology of us trained at Chicago in the unerand am currently enrolled in law lightened 40's and 50's had the benefit of the Chicago pluralists, who encouraged a generous catholicity of critical approaches, which was clea-

OPINION

admirable Critical Heritage series

Although Graff implicitly acknowl-

edges what I am about to say, I

would like to suggest that today's

self-flattering obsession with "Oth-

ers" plays a large role in contempo-

rary academic satisfaction with our

own virtuous open-mindedness.

If today's academic ideologies main-

tain that no position is privileged to

not unreasonable claim), then not

even the position of the Other can be

legitimately looked upon as privi-

leged because, in undisputable fact,

Everybody is an Other. Even Graft

and me. And if no position is privi-

leged, then no Other is any more im-

portant or omniscient than anyone

Graff's new method of teaching is

really old—and though it is certainly

a good method-no method exists

that will ever enable us to outwit the

moral limitations imposed upon our

actions in the world by mortality.

One of the greatest hubrises of to-

day's academic left is to think it can

Law students' reluctance

to challenge professors

HAROLD FROMM

do so. . . .

TO THE EDITOR:

conveyed the same lesson. . . .

OPINION

BAYS,

RESEARCH LAB

school. I have been struck by the differences in my experiences of classroom atmosphere. Graduate education in the social sciences encourages students to challenge professors' views. There is an assumption that professors may learn from students. Students win points by being constructively critical and creative.

In contrast, legal education teaches us that to adopt the professor's views is the best means to succeed. (Actually, law students do challenge professors' views but rarely in class; we hold our critical discussions among ourselves.)

It seems to me that the relationship between students and professors in law school reflects the relationship between attorneys and judges: The

established way to win a case is to In the meantime, we hope investigarefrain from overtly challenging the precedent, law is the only game in which you win points by finding that someone else has had your idea first.

For law students to meet expectations and be assertive in class, perhans something even greater than the dynamics of the law-school classroom must be changed.

ROGER J. R. LEVISOUE Columbia University School of Law New York City

In truth, the Lees College faculty is, despite Bradshaw, a remarkably close-knit dedicated group, united as much by its mission to teach the students of castern Kentucky as by its quest for true academic freedom under a responsive, responsible administration. Besides, with credithour loads of between 15 and 17 hours, we do not have time to be

year contract despite two faculty

votes of no confidence. of Trustees supports Bradshaw. . . .

tions by the AAUP and the Southern court. With its system of reliance on Association of Colleges and Schools will reveal the truth of our claims.

M. KAY MILLER Associate Professor of English and Secretary Lees College AAUP Chapter Jackson, Ky.

The contention at Lees College

TO THE EDITOR:

The Lees College chapter of the American Association of University Professors, speaking for a majority of Trustee Board Chairman J. Phil Smith in your January 22 "In Box" article on the college.

fired since William B. Bradshaw be- propriation level for our grants. The came president in 1988, although the staff totals only 60 positions, most of crease for this program that would the faculty is new. If the faculty is composed of lazy, small-minded liars, as Mr. Smith claims, it is because Dr. Bradshaw is as bad at hiring faculty as he is at running the col-

Both Bradshaw and Smith confuse intimidation with leadership. Although Lees has a fine dean and oth- before-not short-term projects but er able administrators despite year- endowments, capital construction, ly purges. Bradshaw meddles and and other activities that provide lastthreatens on a daily basis while he ing support for humanities institushould be off raising money. Instead tions. of using in-house talent, he wastes funds buting outside consultants, inchiding his daughter, and then jets off the endowment has requested that to Japan. The hourd has made us the the funding level for Challenge Kentucky by offering Bradshaw a 10- in fiscal 1993.

The faculty wishes it were able to work for a gentleman, but the Board

NEH Challenge Grants reduced, not eliminated

TO THE EDITOR:

Stephen Burd's article about the National Endowment for the Humanities' Challenge Grant program ("Humanities Scholars Fear Loss of Popular Challenge-Grant Program, January 29) states that the office I direct has been eliminated. And yet here I am at the same desk, in the college faculty, would like to the same office, doing the same comment on quotes attributed to job I have done for the past five

The major difficulty I face at present is the reduction that the U.S. With 130 persons driven off or Congress made this year in the apendowment had requested an inhave allowed us to make 40 or more awards. With this reduction, only 26 will be possible.

In spite of the misleading impression given in Mr. Burd's article, the involvement of three other divisions in the review of Challenge Grants has strengthened, not weakened, the program. All grants continue to be administered out of this office, but I have gained a new group of working colleagues in the divisions of research, education, and public programs. This office still prepares the guidelines, which remain exactly as they were the previous year. In spite of the speculations in Mr. Burd's article, the same types of projects are eligible now as

To continue to provide this longlaughingstock of higher education in Grants be restored to previous levels

All this and more I could have explained to Mr. Burd had he contacted me before writing his article. I can only hope that the misleading impressions left by Mr. Burd's article do not



T.P. "Masses with Paradigms" Sims

discourage institutions from applying to our Challenge Grants program. HAROLD CANNON

Director of Office of Challenge Gnorts National Endowment for the Humanities Washington

Twain project suffers from 'imperial vision'

TO THE EDITOR:

As someone who knows fairly well the volumes published by the Mark Twain Project, let me point out the primary reason that it is having trouble getting funding ("Financial Pressures and Demands by NEH Put Future of Twain Project in Jeopardy," February 12), by providing an example of the editorial overkill that has been one of its hallmarks.

Volume One of the Letters reproduces a telegram that Twain sent on June 21, 1858, concerning the death of his brother Henry in a riverboat explosion. The text consists of one line: "Henry Died this morning leave tomorrow with the Corpse Saml.

This single line is given a 27-line note (more than half a page) describing Henry's death. Twain's journey to Hannibal with the body, and the of funding requested from the NEH burial. A preliminary note states, "In the original document about two hundred words, printed in very small erations of them) will have shelled type below the company's name, de- out almost \$32,000,000 for this one anyone relying on its services . . . the 'lerms and conditions' are reproduced in full in the textual apparatus." Sure enough, among the 200 pages of matter at the back of the volume is a reprint totaling 19 lines of the restrictions Western Union placed on any telegram sent in 1858.

If this sounds like a special case, I invite anyone to go through the three volumes of Letters published so far to see that it is in fact the norm.

In a world where time and money meant nothing, the effort that went into producing this quantity of information on a single line would be defensible. In the real world, however,

books cost money and scholars grow old and die, is it unreasonable to ask for a "lean and mean" edition of the voluminous Twain papers instead of one more suited to an Imperial Edition of the edicts of Louis XIV? Would not all those scholars who hunger for published versions of Twain's letters be better served by a steady flow of volumes of the letters with only enough commentary for comprehension? How much further along would the Letters be now if the project had not felt the need to construct an entirely new method of transcription (called "plain text" though it is by no means plain) and had printed letters in clear text as every other edition of the letters of American authors does?

where people draw salaries and

Three volumes of Letters, containing approximately 500 items, have been published in the last five years. If, as your article says, 10,000 of Twain's letters survive, a simple extrapolation shows that, under the present circumstances, it will take 100 years to publish the full 60 volumes required to print them all. The project will need financial support in all of those years; at the current level (\$635,000 for two years), the American taxpayer (or rather several gen-

This does not take into account any time-consuming work that will be done concurrently on Twain's published works or on his enormous autobiography. . . . The Twain Project has suffered from a reality problem for many years. The news that it is cutting back on its commentary in the Letters volumes and printing only selected letters from the latter phase of Twain's career is an indication that it is finally addressing that problem. From the simple standpoint of all of us who want as much Twain as we can get but who do not need an encyclopedia, please, please continue to Continued on Following Page

Damaging Myths About the Teaching of Mathematics

Continued From Preceding Page are far lower than those of mathematical researchers at universities.

In addition, federal and state support for mathematics education is shrinking, further eroding salaries and mathematics programs. Only a verifiable "crisis," such as the nation's inability to sustain semiconductor research or evaluate drug therapies for AIDS. would create enough public pressure for increased

The constant, strident, and dire warnings by math educators of the imminent collapse of mathematics education are unlikely to be sufficient.

If the general public sees any crisis at all, it is that our students cannot do the calculations that most people regard as mathematics. But mathematics is much more than calculations; it includes relationships between concepts and formulas and requires the ability to state problems clearly and evaluate various

As the Curriculum and Evaluation Standards for School Mathematics, published by the National Council of Teachers of Mathematics, state, "If all students do not have the opportunity to learn mathematics, we face the danger of creating an intellectual elite and a polarized society. The image of a society in which a few have the mathematical knowledge needed for the control of economic and scientific development is not consistent with the values of a just democratic system or with its economic needs."

A crisis in mathematics education does exist, and faculty members need allies in their struggle for additional support. If we fail to convince the public that a crisis exists, math educators will remain underpaid and inadequately prepared to cope with the needs of our students.

The last myth I want to present is, to mathematics

professors, perhaps the most pernicious. MYTH. Students' failure to learn is the teachers'

FACT. Students' learning is affected by many factors, including their own interest, background, ability, confidence, and the availability of resources such as adequate teachers and textbooks, calculators and computers, and sufficient study time. However, the "action plan" that accompanies the National Research Council's report asserts that faculty members should "set a stringent personal standard that if my students don't learn, it is I (not my students or their previous teachers) who have falled." This "standard" places an impossible burden on faculty members and is an unacceptable and unwarranted assignment of blame. Why does the council think we possess such an awesome power over the lives of our strained by his "equal time" princi-

TUDENTS will learn material in any course, mathematical or not, if they believe there is something interesting or useful to be learned; if they have the background and the ability to learn the material; if the necessary resources are available; and if they believe that their efforts are worthwhile and influence their mastery of the subject.

Learning is a cooperative, interactive experience among students and faculty members; the process is dependent on a host of resources. Only by understanding how these elements interact to produce that partially finished product, the "educated person," can we improve mathematics education.

William C. Ramaley is a professor of mathematics at Fort Lewis College.

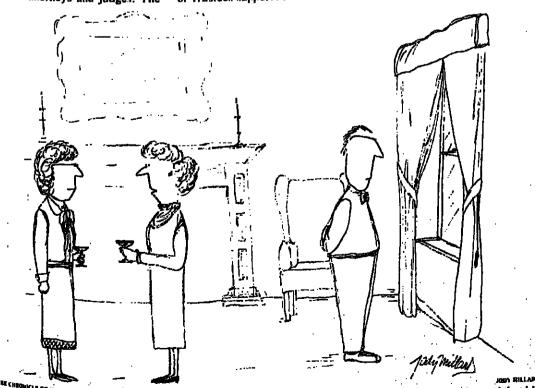
be dominated by sexual concerns.

rary text (with no status as classic) equal time with a great work such as Heart of Darkness. And please let us not hear the idiocy that universities have no right to identify great works. Suppose Graff is teaching a course called the Modern British Novel. Suppose he decides that he can fairly assign 12 long novels in one semesmeans he assigns only six great works, which destroys the canon by 50 per cent. The losers are all of his lents, black and white. The blacks will sustain a serious loss in their ability to function at the highest level in the cultural mainstream. Their egos may be improved by the choice of a probably third-rate black writer, but this is not really the way to elevate blacks into the highest regions of power. Intellectual and cuitural power is much more important

A third wrong turn for Graff is his sison-pen assumption that those of us who have taught Heart of Uarkness for 30 years in our "blind" tradi-

TO THE EDITOR: "What Has Literary Theory else by Gerald Graff, is sober, into mative, and remarkably well written. I agree with most of it. But I would like to add that perhaps Graff gives Contemporary literary theory more credit than it deserves for introducing a multiplicity of viewpoints into the teaching of literature and the writing of criticism.

As far back as the prehistoric 60's. сахеннюку abounded whose aim was to show students that no single read ing of a literary work was privilege There were casebooks for The Cuts her in the Rye, The Adventure, of Huckleherry Finn, Gulliver's Travels. Whole series of collection were produced by D.C. Heath, Prentice-Hall, and others, Rouledge's



Herbert has taught the same section of freshman literature for six years. Today he was informed that his rutings were down, and they're considering adding a co-anchor.

Letters to the Editor

Continued From Preceding Page cut back on the imperial vision. Let Mark speak to us without a gaggle of editors commenting on his every word. Present him accurately, then stand back. The man never did like to be crowded.

RALPH H. ORTH Professor of English University of Vermont Burlington, Vt.

Pa. education budget held in 'reserve'

TO THE EDITOR:

I noted with great interest your February 12 article on reduced spending at state universities ("Mid-Year Budget Cuts Reported by Public Colleges in 22 States") and the I applied last year consistently reaccompanying map that indicates that Pennsylvania is not one of the states where the education budget was cut mid-year.

Here, Gov. Robert P. Casey has put 3.5 per cent of the fiscal 1991-92 budget of all state-funded educational institutions in what he calls a "reserve." The status of this reserve is unclear, but it hits all schools, local districts, and universities alike. No one knows whether or when the money in "reserve" may be released to the institutions to which it was promised. However, many are wondering whether the legality of the "reserve" will be challenged soon in court.

Governor Casey unveiled his 1992-93 budget proposal this month. It freezes education spending-not at the level approved in the 1991-92 budget but at the level that remains now that the Governor's "reserve" has gone into effect

Technically, you could say that the state budget for education in Pennsylvania has not been reduc . Bu: ask any president at a state university whether he can spend what he was promised this year and you'll get an

BIM ANOST Adjunct Instructor of Composition Pennsylvania College of Technology Williamsport, Pa.

Decreasing demand for scientists

TO THE EDITOR:

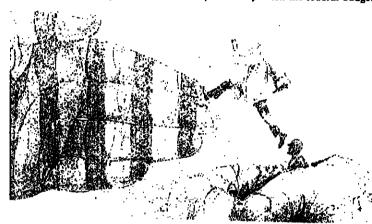
After reading Joseph L. Birman's Opinion, "The Fate of Scientists From the Soviet Union" (February 12), it is clear that he has not recently participated in the hiring of a scien-

tist. Otherwise, he would not have so glibly accepted the idea of an approaching shortage of scientists.

The National Science Foundation report to which he refers, "The State of Academic Science and Engineering," made no real effort to estimate the demand for scientists; it simply assumed that demand would increase as it had for the first few years of the 1980's. In my field, physics, scientists are employed approximately equally in academic, industrial, and national laboratories. The demand for scientists in all three sectors has porations must respond to financial frozen or declined.

In academia, there are many more applicants than open positions. University physics departments to which ries is a noble idea, but impractical ported well over 100 applicants per ries are fighting for financial support. position; the prestigious University of Illinois at Urbana-Champaign reported nearly 500 applicants for one professorship.

Many academic positions remain



unfilled due to budget constraints. Examples include institutions in Culifornia, New York, Florida, and Ohio. A recent article in The Chronicle ("State Funds for Higher Education Drop in Year; First Decline Since Survey Began 33 Years Ago," November 6) detailed nearly flat financial support of education nationwide for the last two years-including declines in some of the most populous states. These conditions will in all likelihood persist beyond the end of the recession.

Mass retirement of professors will not open up enough jobs. Over 1,000 Ph.D. physicists graduate per year. At this rate, the entire physics professoriate could be replaced in just a first like to point out that I think the few years. Once hired, professors

deficit for this year is estimated at nearly \$400-billion.

Foreign scientists who wish jobs in this country are welcome to compete for them, and many people get jobs here in just that way. Guaranteed employment has left Soviet science with the problems discussed by Professor port are rendered useless. In addi-Birman; will it serve America any tion, none of the organizations that better?

TO THE EDITOR:

I just finished reading the article by

in the number of permanent jobs from 1990 to 2000. undercut by the present recession SIMON S. GOLDENBERG

Joseph L. Birman in the February 12 issue. As a young American scientist facing a tough job market, I would problems that the scientists in the



Thrilled by the last lecture, the class rises in spontaneous applause,

typically stay on the job for decades, greatly reducing opportunities for future scientists

A number of American corporate laboratories are downsizing. Wellknown examples include Bell Communications Research, 18M, and AT&T Bell Laboratories. Bell Labs' restructuring was not directly related to the recession, but rather responded to a change in the mission of the laboratory to more applied work.

Professor Birman's suggestion of a research tax credit is an excellent initial incentive to restoring rescurch jobs, but as long as research takes years to come to fruition, while corpressures in months or weeks, it is only a start.

Creating more national laboratowhen the existing national laborato-

... So many interest groups have asked for money from the "peace dividend" that it is unlikely that any significant funds will go to science, particularly when the federal budget

best we can.

relevant facts.

former Soviet Union are facing make with it without reference to external our problems look trivial by comparison; we should try to help them as our own consciences. Most students with disubilities are brave and self-But as Dr. Birman points out in his actualizing individuals who perceive article, we must be careful not to their situations not as handicaps, but make the bad situation for young scientists in the United States worse by not waited for national campaigns, helping the Soviet scientists. Al- but have gotten on with their lives though I do not claim to have the best with the help of friends and family. solution to this dilemma. I think that

"When I was your age, I was already

forming ad hoc committees!"

I am proud to say my own instituhis proposed solution ignores several tion is among those where students and administrators have worked to-Dr. Birman poses the question—gether to find individualized answers "Can we absorb the displaced sciento individual circumstances. . . .

tists?" By way of answer he points to Hudson Valley Community Colthe 1990 "pipeline" report from the lege has a dedicated computer lab-NSF that projects a shortage of scien- oratory with voice-activated computtists in the near future. As he correct- ers and large-screen monitors for the ly states, this projection was based sight impaired; slotted keyboards for upon anticipated openings in induspalsied hands; and thesauruses for trial and academic labs. What Dr. the learning disabled. The college has Birman fails to mention is that this entered into exciting partnerships projection is also based upon growth with rust and other companies to provide training and internships for students with disabilities. . . . The facul-Clearly, this assumption has been ty has willingly rescheduled exams. moved classes, and worked with inand thus the conclusions of that recourses. . . .

Mr. Wilson suggests that this is not are responsible for keeping statistics enough, and he is right. We have a on human resources in the sciences long way to go and we must constanthave done an adequate job of track- ly upgrade services. But to suggest ing postdoes. They usually treat this effort is only the result of past legislation or that it will be appreciably hastened by future legislation, is mating the real demand. I would also a cynical and short-sighted view.... JOSEPH J. BULMER

Hudson Valley Community College

results of the report were overstated TO THE EDITOR: in the press. KEVIN AYLESWORTH

In your article concerning the rights of the handicapped under the Americans With Disabilities Act. you quote Bob Silverstein, staff director and chief counsel for the Senate Labor and Human Resources Subcommittee on Disability Policy. as saying: "If you haven't paid attention before, you'd better pay attention now.'

As a handicupped person and for mer doctoral student in technology education at West Virginia Universi-

own form of exclusion

OPINION

OPINION

vate versions of public policies for democratically developed ones "Role of Accrediting Agencies Questioned Following Storm of Criticism and Debate," February 19). An instance is the Western Association of Schools and Colleges' current treatment of "diversity." Both in its selection of individuals for its own projects and in its public communications, WASC practices "diversification" by stressing the inclusion of one under-represented group while ignoring others. This practice

is intentional. In response to my complaint that wase's draft policy on diversity locases on one protected class to the exclusion of others, including disabled persons, Sister Magdalen Caughlin, Chancellor of Mount St. Mary's College and chair of WASC's diversity committee, writes to me: "... there are many facets of dis-

crimination-all too many!-in our society that need addressing. We hope that focusing upon one aspect of this will insure more results than a more-inclusive effort" (private communication dated January 22,

This is offered as a reason for omitting disabled persons from WASC activities, including the groups consulted in preparing WASC's draft policy and handbook on diversity. No wonder employment of disabled persons by institutions accredited by WASC has plummeted. How irresponsible to be complicit in persuading college students that the work force not include disabled persons!

In my 25 years of experience in faculty governance and affirmative action, state and federal governments have offered access to disabled persons seeking redress for under-representation, while wasc arrogantly justifies its exclusion of this group by claiming the right to sacrifice them for a greater good. Hy lagging far behind state and federal policy makers, and by camouflaging its exclusionary practices as justifiable expedients for doing good, wasc demonstrates the danger of letting the hermetic, self-indulgent self-reg-

TIME

ulation of regional accrediting processes define higher education public ANITA SILVERS Professor of Philosophy San Francisco State University

National-service plan is criticized

To the Entrope

Congratulations on your article about Arkansas Gov. Bill Clinton's student-aid plan ("Tying Student Loans to National Service Gets Campaign Spur," January 29). Not only are there problems with the nationalservice plan, there are greater problems with the other half of the plan, which would mandate the payment of the rest of students' debts through the income tax. This is another form of the student-loan bank and could lead to much higher tuitions and to Congress's abolishing the studentaid programs, as Clinton suggests.

JOHN MALLAN Retired Vice-Presiden for Governmental Relation American Association of State Colleges and Universities Washington

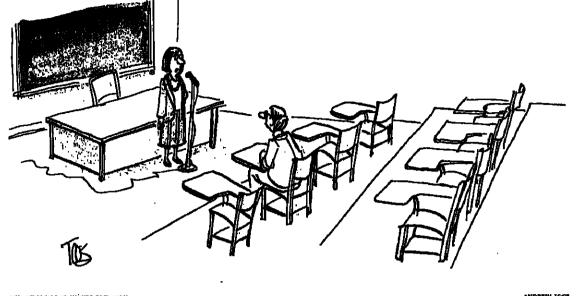
Questions of neutrality in freshman seminar

To the Entroic

I find Nancy Grace's statement, "As a teacher I can't teach from a neutral perspective because I don't think there is one," refreshingly candid and pedagogically monstrous C' 'Race, Gender, Class, and Cul- handed in one direction," as Jeremiture': Freshman Seminar Ignites Controversy," January 29).

In a course entitled "Difference, Power, Discrimination: Perspectives Power, Discrimination' should at on Race, Gender, Class, and Culture." one might hope that the instructor understands the difference hates the very inequities their subject between the respective power wield- matter attempts to explore and preed by an assistant professor of English and a first-year student. . . .

Under such circumstances, it would behoove the instructor to unintain an appearance of neutrality, even if such neutrality were, in



"I hereby call to order this special Sunday-morning meeting of the Faculty Senate."

fact, only a useful way of avoiding the inevitable consequences of the sharp inequalities each participant brings to the situation. Yet there is no recognition by Ms. Grace that she is duty-bound to redouble her efforts in the direction of impartiality, rather than simply give in to her partisan views and let the chips full where (hey will, (On the student's head, given the power differential.)

Little wonder, then, why some students find the experience "heavy ah Jenne stated. Good ideologues often make poor teachers. But ideologues on the subject of "Difference, least pay attention to how they teach and whether their teaching recapitusumably redress. LLOYD B. LEWIS

Professor of Amer Savannah College of Art and Design

The blindness of PC proponents

TO THE EDITOR:

The letters by Douglas Robinson, Gabe Knimowitz, and Jules R. Benjamin ("Political Correctness: Essential to American Values?" Letters to the Editor, February 5) in response to my article, "The Origins of PC" (Opinion, January 15) only give us more examples of the blindness of the politically correct.

Robinson blithely equates political correctness with democratic thinking, thus begging every question at issue and conveniently forgetting a major thrust of the argument that he was supposed to be answering: that because of their ignorance of history. the politically correct stumble into positions that are undemocratic and on occasion fascist in their implica- all that we do are equally political, (3) therefore we should not try to tions. He even tries to make political correctness the democratic alternative to Nazi Germany (the real world fortunately offers us more alternatives) but without remembering that f had pointed to the role of cultural relativism (a central rc idea) in preparing the way for Nazi ideology. . . Look at this exposition of one of

from it, as we can see when we repeat the current multicultural shibboleths: the same steps with another exam-"The greater the readiness to suborple: (1) None of us is without fault, dinate purely personal interests, the higher rises the ability to establish comprehensive communities. . . . This state of mind, which subordily good or bad. (4) therefore there is nates the interests of the ego to the conservatism of the community, is really the first premise of every truly human culture." Who said this? It

might have been any one of our contemporary critics of bourgeois individualism, but it wasn't. It was in fact Adolf Hitler, in *Mein Kampf*, chapter

Benjamin's world is divided into "anti-colonialist states" and "imperial states," evidently so that he can continue to cling to the PC fantasies about the primitive innocence and moral superiority of the third world that I criticized. (I wonder where China or the former U. S. S. R. would fit into this rigid framework?) He ducks the real issues I raised: the status of women and the attitudes toward other tribes and races still found in the third world. Alas, mere words will not change the sad fact

that the third world is distressingly

un-PC. The extraordinary feats of

self-deception that I mentioned are

Kaimowitz objects to my distinc-

tion between theoretical analysis and

political or social activism, which he

finds to be an "imaginary bound-

well-known pc argument, which goes

as follows: (1) All of us have a politi-

cal agenda, (2) therefore we and

from academic analysis, and (4)

therefore there is no difference be-

tween politics and academic analy-

I have no quarrel with the first as-

sertion, but steps two, three, and

four most decidedly do not follow

(2) therefore we are all equally guilty.

(3) therefore we should not worry

about whether our behavior is moral-

no difference between vice and vir-

The fact that parking illegally and

separate political co

still being performed by Benjamin.

bled by reality? JOHN M. ELLIS Professur of German Literature University of Culifornia at Santa Cruz, Cul. Santa Cruz, Cul.

signed to the category "illegal acts"

does not mean that they are not im-

portantly different in degree, just

as there will be important differ-

ences in the degree to which political

considerations have infected and dis-

torted academic analysis in a given

in kind between rullying support for a

political cause and analyzing argu-

ments. The Robinson, Kalmowitz.

and Benjamin letters are examples of

how the latter atrophies when subor-

dinated to the former. As for the ivo-

ry tower: Kaimowitz has things the

wrong way round. It is political cor-

rectness that is the ivory-tower phe-

nomenon, for where but in academe

could the politically correct live so

cozily with their rigid beliefs, untrou-

But there is surely also a difference

A case for 'investizing' in higher education

TO THE EDITOR:

Congressman Dave McCurdy of Oklahoma, in support of the President's effort to limit support for higher education expenses to those with the highest grades ("Colleges Criticize Proposal to Tie Eligibility for Pell Grants to Grades," February 5), is quoted as saying: "The real key here is, How do you incentivize students to perform better?"

I would like to talk the good Congressman into realizing that investizing in higher education for a wide range of people will be beneficializary." This is, of course, based on a ing for America, even benefitizing future Congressmen.

THOMAS WIECKOWSKI

to the editor of The Chronicle prompts this suggestion: sible, to 500 words. In the competition for space, shortletters must sometimes be given preference. Letters may be condensed.

the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number.

The large volume of letters Limit the length, where pos-

Send them to: Letters to



DREAMS OF ACADEMIC GLORY

Young Scientists' Network

I take strong exception to the January 29 article "New Federal Regulations on Rights of the Handicapped May Force Colleges to Provide Better Access to Technology." David L. ty, I can offer an expert assessment Wilson does a disservice to both students with disabilities and to many colleges by his failure to recognize the extensive cooperative efforts made to assure access. Mr. Wilson portrays colleges as unfeeling mono- Accreditor practicing liths moved to action only by legislative imperative and students as passive victims waiting for a champion. Both portraits are counterproductive

these intrinsically temporary posi-

tions as permanent, thereby overesti-

like to point out that Congress is

presently investigating the NSF over

its role in publicizing the "pipeline"

report; some members of Congress

are pretty angry about the way the

Many colleges have not waited for to technology. It is simply the right consider how to restrain accrediting

DONALD GLYN They won't.

TO THE EDITOR: By supposing that government in volvement is worse than regional-accrediting-agency oversight, my old legal inducements to provide access friend Jerry Schneewind does not thing to do, and we have gotten on agencies from substituting their pri-

Letters to the Editor

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RALPH H. ORTH Professor of English University of Vermont Burlington, Vt.

Pa. education budget held in 'reserve'

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BIM ANOST Adjunct Instructor of Composition Pennsylvania College of Technology Williamsport, Pa.

Decreasing demand for scientists

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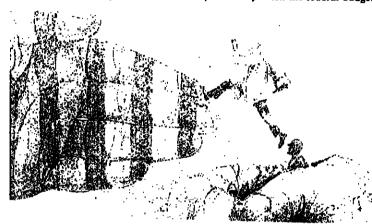
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Creating more national laboratowhen the existing national laborato-

... So many interest groups have asked for money from the "peace dividend" that it is unlikely that any significant funds will go to science, particularly when the federal budget

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tists?" By way of answer he points to Hudson Valley Community Colthe 1990 "pipeline" report from the lege has a dedicated computer lab-NSF that projects a shortage of scien- oratory with voice-activated computtists in the near future. As he correct- ers and large-screen monitors for the ly states, this projection was based sight impaired; slotted keyboards for upon anticipated openings in induspalsied hands; and thesauruses for trial and academic labs. What Dr. the learning disabled. The college has Birman fails to mention is that this entered into exciting partnerships projection is also based upon growth with rust and other companies to provide training and internships for students with disabilities. . . . The facul-Clearly, this assumption has been ty has willingly rescheduled exams. moved classes, and worked with inand thus the conclusions of that recourses. . . .

Mr. Wilson suggests that this is not are responsible for keeping statistics enough, and he is right. We have a on human resources in the sciences long way to go and we must constanthave done an adequate job of track- ly upgrade services. But to suggest ing postdoes. They usually treat this effort is only the result of past legislation or that it will be appreciably hastened by future legislation, is mating the real demand. I would also a cynical and short-sighted view.... JOSEPH J. BULMER

Hudson Valley Community College

results of the report were overstated TO THE EDITOR: in the press. KEVIN AYLESWORTH

In your article concerning the rights of the handicapped under the Americans With Disabilities Act. you quote Bob Silverstein, staff director and chief counsel for the Senate Labor and Human Resources Subcommittee on Disability Policy. as saying: "If you haven't paid attention before, you'd better pay attention now.'

As a handicupped person and for mer doctoral student in technology education at West Virginia Universi-

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OPINION

OPINION

vate versions of public policies for democratically developed ones "Role of Accrediting Agencies Questioned Following Storm of Criticism and Debate," February 19). An instance is the Western Association of Schools and Colleges' current treatment of "diversity." Both in its selection of individuals for its own projects and in its public communications, WASC practices "diversification" by stressing the inclusion of one under-represented group while ignoring others. This practice

is intentional. In response to my complaint that wase's draft policy on diversity locases on one protected class to the exclusion of others, including disabled persons, Sister Magdalen Caughlin, Chancellor of Mount St. Mary's College and chair of WASC's diversity committee, writes to me: "... there are many facets of dis-

crimination-all too many!-in our society that need addressing. We hope that focusing upon one aspect of this will insure more results than a more-inclusive effort" (private communication dated January 22,

This is offered as a reason for omitting disabled persons from WASC activities, including the groups consulted in preparing WASC's draft policy and handbook on diversity. No wonder employment of disabled persons by institutions accredited by WASC has plummeted. How irresponsible to be complicit in persuading college students that the work force not include disabled persons!

In my 25 years of experience in faculty governance and affirmative action, state and federal governments have offered access to disabled persons seeking redress for under-representation, while wasc arrogantly justifies its exclusion of this group by claiming the right to sacrifice them for a greater good. Hy lagging far behind state and federal policy makers, and by camouflaging its exclusionary practices as justifiable expedients for doing good, wasc demonstrates the danger of letting the hermetic, self-indulgent self-reg-

TIME

ulation of regional accrediting processes define higher education public ANITA SILVERS Professor of Philosophy San Francisco State University

National-service plan is criticized

To the Entrope

Congratulations on your article about Arkansas Gov. Bill Clinton's student-aid plan ("Tying Student Loans to National Service Gets Campaign Spur," January 29). Not only are there problems with the nationalservice plan, there are greater problems with the other half of the plan, which would mandate the payment of the rest of students' debts through the income tax. This is another form of the student-loan bank and could lead to much higher tuitions and to Congress's abolishing the studentaid programs, as Clinton suggests.

JOHN MALLAN Retired Vice-Presiden for Governmental Relation American Association of State Colleges and Universities Washington

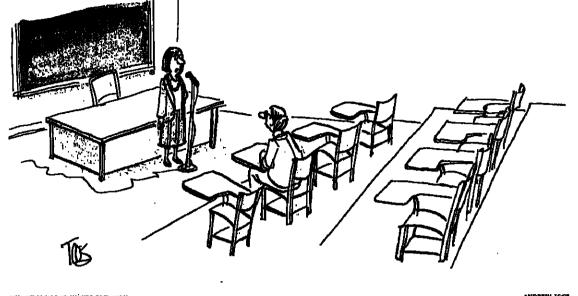
Questions of neutrality in freshman seminar

To the Entroic

I find Nancy Grace's statement, "As a teacher I can't teach from a neutral perspective because I don't think there is one," refreshingly candid and pedagogically monstrous C' 'Race, Gender, Class, and Cul- handed in one direction," as Jeremiture': Freshman Seminar Ignites Controversy," January 29).

In a course entitled "Difference, Power, Discrimination: Perspectives Power, Discrimination' should at on Race, Gender, Class, and Culture." one might hope that the instructor understands the difference hates the very inequities their subject between the respective power wield- matter attempts to explore and preed by an assistant professor of English and a first-year student. . . .

Under such circumstances, it would behoove the instructor to unintain an appearance of neutrality, even if such neutrality were, in



"I hereby call to order this special Sunday-morning meeting of the Faculty Senate."

fact, only a useful way of avoiding the inevitable consequences of the sharp inequalities each participant brings to the situation. Yet there is no recognition by Ms. Grace that she is duty-bound to redouble her efforts in the direction of impartiality, rather than simply give in to her partisan views and let the chips full where (hey will, (On the student's head, given the power differential.)

Little wonder, then, why some students find the experience "heavy ah Jenne stated. Good ideologues often make poor teachers. But ideologues on the subject of "Difference, least pay attention to how they teach and whether their teaching recapitusumably redress. LLOYD B. LEWIS

Professor of Amer Savannah College of Art and Design

The blindness of PC proponents

TO THE EDITOR:

The letters by Douglas Robinson, Gabe Knimowitz, and Jules R. Benjamin ("Political Correctness: Essential to American Values?" Letters to the Editor, February 5) in response to my article, "The Origins of PC" (Opinion, January 15) only give us more examples of the blindness of the politically correct.

Robinson blithely equates political correctness with democratic thinking, thus begging every question at issue and conveniently forgetting a major thrust of the argument that he was supposed to be answering: that because of their ignorance of history. the politically correct stumble into positions that are undemocratic and on occasion fascist in their implica- all that we do are equally political, (3) therefore we should not try to tions. He even tries to make political correctness the democratic alternative to Nazi Germany (the real world fortunately offers us more alternatives) but without remembering that f had pointed to the role of cultural relativism (a central rc idea) in preparing the way for Nazi ideology. . . Look at this exposition of one of

from it, as we can see when we repeat the current multicultural shibboleths: the same steps with another exam-"The greater the readiness to suborple: (1) None of us is without fault, dinate purely personal interests, the higher rises the ability to establish comprehensive communities. . . . This state of mind, which subordily good or bad. (4) therefore there is nates the interests of the ego to the conservatism of the community, is really the first premise of every truly human culture." Who said this? It

might have been any one of our contemporary critics of bourgeois individualism, but it wasn't. It was in fact Adolf Hitler, in *Mein Kampf*, chapter

Benjamin's world is divided into "anti-colonialist states" and "imperial states," evidently so that he can continue to cling to the PC fantasies about the primitive innocence and moral superiority of the third world that I criticized. (I wonder where China or the former U. S. S. R. would fit into this rigid framework?) He ducks the real issues I raised: the status of women and the attitudes toward other tribes and races still found in the third world. Alas, mere words will not change the sad fact

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But there is surely also a difference

A case for 'investizing' in higher education

TO THE EDITOR:

Congressman Dave McCurdy of Oklahoma, in support of the President's effort to limit support for higher education expenses to those with the highest grades ("Colleges Criticize Proposal to Tie Eligibility for Pell Grants to Grades," February 5), is quoted as saying: "The real key here is, How do you incentivize students to perform better?"

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THOMAS WIECKOWSKI

to the editor of The Chronicle prompts this suggestion: sible, to 500 words. In the competition for space, shortletters must sometimes be given preference. Letters may be condensed.

the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number.

The large volume of letters Limit the length, where pos-

Send them to: Letters to



DREAMS OF ACADEMIC GLORY

Young Scientists' Network

I take strong exception to the January 29 article "New Federal Regulations on Rights of the Handicapped May Force Colleges to Provide Better Access to Technology." David L. ty, I can offer an expert assessment Wilson does a disservice to both students with disabilities and to many colleges by his failure to recognize the extensive cooperative efforts made to assure access. Mr. Wilson portrays colleges as unfeeling mono- Accreditor practicing liths moved to action only by legislative imperative and students as passive victims waiting for a champion. Both portraits are counterproductive

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DONALD GLYN They won't.

TO THE EDITOR: By supposing that government in volvement is worse than regional-accrediting-agency oversight, my old legal inducements to provide access friend Jerry Schneewind does not thing to do, and we have gotten on agencies from substituting their pri-

Letters to the Editor

Continued From Preceding Page cut back on the imperial vision. Let ulibly accepted the idea of an ap-Mark speak to us without a gaggle of proaching shortage of scientists. editors commenting on his every he crowded. RALPH H. ORTH

Pa. cducation budget held in 'reserve

То тик Ерггов:

I noted with great interest your February 12 article on reduced spending at state universities ("Mid-Year Budget Cuts Reported by Public Colleges in 22 States") and the accompanying map that indicates that Pennsylvania is not one of the states where the education budget was out mid-year.

Here, Gov. Robert P. Casey has put 3.5 per cent of the fiscal 1991-92 budget of all state-funded educational institutions in what he calls a "reserve." The status of this reserve is unclear, but it hits all schools, local districts, and universities alike. No one knows whether or when the money in "reserve" may be released to the institutions to which it was promised. However, many are wondering whether the legality of the "reserve" will be challenged soon in court.

Governor Casey unveiled his 1992-93 budget proposal this month it freezes education spending-not at the level approved in the 1991-92 budget but at the level that remains now that the Governor's "reserve" has gone into effect.

state budget for education in Pennsylvania has not been reduc BL: ask any president at a state university promised this year and you'll get an

BIM ANGST Adjunct Instructor of Composition Pennsylvania College of Technology Williamsport, Pa.

Decreasing demand for scientists

VSHIXAON

After reading Joseph L. Birman's Opinion, "The Fate of Scientists From the Soviet Union" (February 12), it is clear that he has not recently

greatly reducing opportunities for future scientists. tist. Otherwise, he would not have so A number of American corporate laboratories are downsizing. Well-

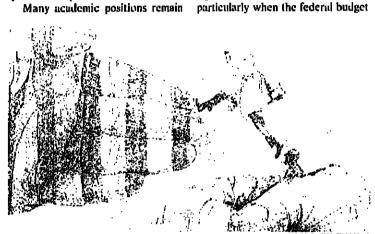
known examples include Bell Communications Research, Inm. and The National Science Foundation word. Present him accurately, then report to which he refers, "The State Arat Bell Laboratories. Bell Labs" stand back. The man never did like to of Academic Science and Engineer restructuring was not directly related ing," made no real effort to estimate to the recession, but rather responded to a change in the mission of the Professor of English the demand for scientists; it simply laboratory to more applied work. assumed that demand would increase Professor Birman's suggestion of a as it had for the first few years of the research tax credit is an excellent ini-1980's. In my field, physics, scientists are employed approximately tial incentive to restoring research equally in academic, industrial, and jobs, but as long as research takes

years to come to fruition, while cornational laboratories. The demand for scientists in all three sectors has frazen or declined. In academia, there are many more applicants than open positions. University physics departments to which

ported nearly 500 applicants for one dividend" that it is unlikely that any professorship

porations must respond to financial pressures in months or weeks, it is only a start. Creating more national laboratories is a noble idea, but impractical I applied last year consistently re- when the existing national laboratoported well over 100 applicants per ries are fighting for financial support. ... So many interest groups have position; the prestigious University of Illinois at Urbana-Champaign re- asked for money from the "peace

Many acudemic positions remain



Technically, you could say that the unfilled due to budget constraints. Examples include institutions in California, New York, Florida, and Ohio. A recent article in The Chronithis country are welcome to compete whether he can spend what he was cle ("State Funds for Higher Educa- for them, and many people get jobs tion Drop in Year; First Decline here in just that way. Guaranteed em-Since Survey Began 33 Years Ago," November 6) detailed nearly flat financial support of education nationwide for the last two years-includ- better? ing declines in some of the most populous states. These conditions will in all likelihood persist beyond the end of the recession.

Mass retirement of professors will Ph.D. physicists graduate per year. At this rate, the entire physics pro-

DREAMS OF ACADEMIC GLORY

Thrilled by the last lecture, the class rises in spontaneous applause.

deficit for this year is estimated at nearly \$400-billion.

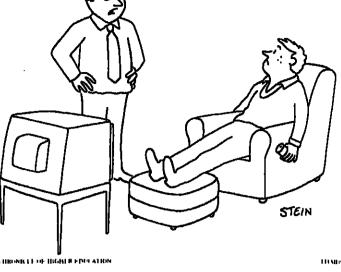
significant funds will go to science.

typically stay on the job for decades,

Foreign scientists who wish jobs in ployment has left Soviet science with the problems discussed by Professor Birman; will it serve America any

TO THE EDITOR:

I just finished reading the article by not onen up enough jobs. Over 1,000 Joseph L. Birman in the February 12 issue. As a young American scientist facing a tough job market. I would fessoriate could be replaced in just a first like to point out that I think the participated in the hiring of a scien- few years. Once hired, professors problems that the scientists in the



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former Soviet Union are facing make with it without reference to external our problems look trivial by comparison; we should try to help them as best we can.

But as Dr. Birman points out in his article, we must be careful not to make the bad situation for young scientists in the United States worse by helping the Soviet scientists. Although I do not claim to have the best solution to this dilemma, I think that his proposed solution ignores several relevant facts.

Dr. Birman poses the question "Can we absorb the displaced scientists?" By way of answer he points to the 1990 "pipeline" report from the NSF that projects a shortage of scientists in the near future. As he correctly states, this projection was based upon anticipated openings in industrial and academic labs. What Dr. Birman fails to mention is that this projection is also based upon growth the number of permanent jobs from 1990 to 2000.

Clearly, this assumption has been undercut by the present recession and thus the conclusions of that report are rendered useless. In addition, none of the organizations that SIMON S. GOLDENBERG are responsible for keeping statistics on human resources in the sciences have done an adequate job of tracking postdocs. They usually treat these intrinsically temporary positions as permanent, thereby overestimating the real demand. I would also a cynical and short-sighted view.... like to point out that Congress is presently investigating the NSF over its role in publicizing the "pincline" report; some members of Congress are pretty angry about the way the results of the report were overstated in the press. KEVIN AYLESWORTH Founder Young Scientists' Network Alexandria, Va.

> The Disabilities Act and higher education

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Many colleges have not waited for legal inducements to provide access to technology. It is simply the right thing to do, and we have gotten on

pressures, but rather in response to our own consciences. Most students with disabilities are brave and selfactualizing individuals who perceive their situations not as handicaps, but as challenges to be met. They have not waited for national campaigns, but have gotten on with their lives with the help of friends and family.

 I am proud to say my own institu tion is among those where students and administrators have worked together to find individualized answers to individual circumstances. . . . Hudson Valley Community Col-

lege has a dedicated computer lab oratory with voice-activated computers and large-screen monitors for the sight impaired; slotted keyboards for palsied hands; and thesauruses for the learning disabled. The college has entered into exciting partnerships with 1BM and other companies to provide training and internships for sludents with disabilities. . . . The faculty has willingly rescheduled exams. moved classes, and worked with interpreters to assure access to all

courses. . . . Mr. Wilson suggests that this is not enough, and he is right. We have a long way to go and we must constantly upgrade services. But to suggest this effort is only the result of past legislation or that it will be appreciably hastened by future legislation, is JOSEPH J. BULMER

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In your article concerning the rights of the handicapped under the Americans With Disabilities Act. you quote Bob Silverstein, staff director and chief counsel for the Serate Lubor and Human Resources Subcommittee on Disability Policy. as saying: "If you haven't paid attention before, you'd better pay attention now." As a handicapped person and for-

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Accreditor practicing own form of exclusion

TO THE EDITOR: By supposing that government it volvement is worse than regional accrediting agency oversight, my o friend Jerry Schneewind does not consider how to restrain accrediting agencies from substituting their pri-



OPINION

("Role of Accrediting Agencies policy. Questioned Following Storm of Criticism and Debute." February 19).

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JOHN MASSAS Retired Vice-President for Governmental Relations American Association of State Colleges and Universities Washington

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The blindness of PC proponents

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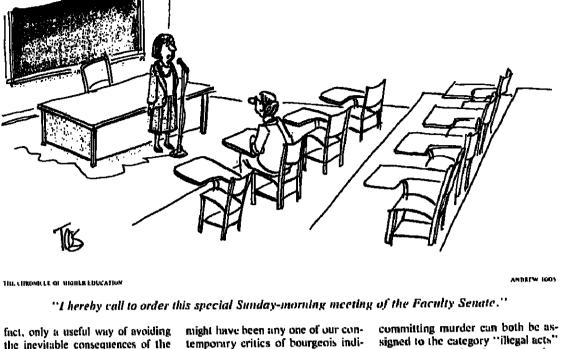
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does not mean that they are not importantly different in degree, just as there will be important differences in the degree to which political considerations have infected and distorted academic analysis in a given But there is surely also a difference

in kind between rallying support for a political cause and analyzing arguments. The Robinson, Kaimowitz, and Benjamin letters are examples of how the latter atrophies when subordinated to the former. As for the ivory tower: Kaimowitz has things the wrong way round. It is political correctness that is the ivory-tower phenomenon, for where but in academe could the politically correct live so cozily with their rigid beliefs, untroubled by reality? JOHN M. ELLIS Professor of German Literature University of California at Santa Cruz Santa Cruz, Cal.

in higher education

ture Congressmen.

THOMAS WIECKOWSKI

The large volume of letters

Send them to: Letters to the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number.



IMPERIAL COLLEGE

of Science, Technology & Medicine

Appointment of

Rector

Arising from the retirement of Sir Eric Ash, FEng FRS, the post of Rector of Imperial

The College would expect to appoint a person of international reputation in science,

engineering or medicine with relevant academic and administrative experience. The

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Persons interested in being considered for this appointment or wishing to suggest

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(The selection committee will not restrict consideration to persons coming to its

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anyone are invited to write in confidence to:-

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The successful candidate will be expected to teach educational administration and instructional supervision courses at undergraduate/graduate levels, supervise interns and graduate research projects. The appointer will also be expected to engage in research and provide professional service. Applicants must be leacher educators and must possess at least an M.Ed. degree with specialisation in educational administration. Experience as a primary school teachers, lecturer at a college that prepares primary school teachers, and/or work in a developing country will be an advantage.

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(LIBRARY AUTOMATION AND SYSTEMS COORDINATOR)
(Vacancy No. IAS/LIB 1/92)

(Vacancy No. IAS/LIB 1/92)

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successful completion of a two-year salary.

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to the Governors.

appointment would be for an initial period of five years.

Imperial College, London SW7 2AZ.

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- Faculty exchange
- Housing exchauge Index

Bulletin Board

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AMERICAN UNIVERSITY IN BULGARIA

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Closing date: 27 March, 1992.

LA TROBE UNIVERSITY

Department of Psychology

READER/SENIOR LECTURER IN PSYCHOLOGY

(Fixed term for 5 years)

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North East Metropolitan Psychiatric Services.

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Closing Date: 27 March 1992 Ref No: ACA B0/ 1644

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Department of

Physical Education and Recreation

Gallaudet University is seeking to fill a 9 month, tenure-track instructor/Assistant Professor position in Department of Physical Education and Recreation (undergraduate level) for the 1992-93 academic year. Salary is dependent upon qualifications.

demic year. Salary is dependent upon qualifications.

QUALIFICATIONS: Ph.D. highly desired; M.A./M.S. required. M.A./M.S. conclidates must have completed or planned coursework leading to an advanced degree. M.A./M.S. should be in Physical Education with emphasis in Evercise Science, Fitness Management, Minestology or closely related field. Demonstrated ability to teach these areas at undergraduate level required. Demonstrated understanding of ACSM certification programs; willingness to pursue professional certification. Demonstrated ability and desire to work within a program that places emphasis on teaching excellence in providing service to Gallaufet's global constituency. Ability and/or interest in writing grant proposals and participating in oither scholarly activities. Demonstrated competency in sign language sills, or willingness to learn. Applicants not possessing sign language skills, must participate in a paid, 8-week summer orientationsign language program which starts June 8, 1992. Sign language evaluation is an integral part of faculity evaluation for reappointment, promotion and teruire.

proniotion and tenure.

RESPONSIBILITIES: Teach undergraduate courses in Exercise Physiology, Kinesiology, and Fitness Management.

Provide leadership for Fitness Management program. Supervise student interns. Participale in Department,
School and University Committees.

Teach Backpacking, Canoeing/Kayaking or other activity classes. Seek and
acquire outside funding. Advise undergraduate majors in Physical Education.

STARTING DATE: August 16, 1992 graduate majors in Physical Education.
STARTING DATE: August 16, 1992.
APPLICATION PROCESS: Send vita,
statement of interest, and the names of
at least 3 retirences qualified to comment on your teaching skills to E. Ronald Dreher, Chaliperson, Department
of Physical Education and Recreation,
Gallaudet Univariity, 800 Florida Avenue, NF, Washington, DC 20002;
[202) 651-5591 (V/TOD), (202) 6515861 (FAX). "E" mall, EROREHER 43
GALLUA. Applications must be postmarked by April 13, 1992.
Gallaudet University is an Equal On-

marked by April 13, 1992.

Gallaudet University is an Equal Opportunity EmployerEducational Institution. Programs and services offered by Gallaudet University recoive substantial financial support from the United States Department of Education, Ethnic and racial mitorities, women, and deal and hard-oi-learing candidates are especially encouraged to apply.

Gallaudet University is an Equal Opportunity EmployerEducational Institution. Deal, Hard of Hearing, Disabled, Ethnic. Minorities and Women are strongly encouraged to apply.

THE UNIVERSITY

OF HONG KONG

Director in the Centre for the

Development of Tertiary Teaching & Learning

(Ref. 91/92-77)

Applications are invited for the post of Director in the Centre for the Development of Terdary Teaching & Learning which will be at Sentor Lecturer level. The filling of this post is subject to availability of funds, but it is hoped to make an appointment with effect from September, 1992.

an appoinment with effect from September, 1992.

The Centre for Development of Territary Teaching & Learning (CDTTL) is a newly created entity in the University. The main functions of the CDTTL are to establish and maintain a framework for the coordination of a comprehensive and innovative programme of professional development for academic staff; to support individual mambers of the staff to evaluate, extend or otherwise develop their teaching, research, and administrative skills; and to support departments and other units to evaluate or revise aspects of their curricula.

Applicants will be appreciate to have a blocker degree with substantial teaching.

Applicants will be expected to have a higher degree with substantial teaching experience at tertiary level and knowledge of higher education issues and trends. Demonstrated abilities in working with academic staff on curriculum planning, evaluation of teaching methods, and provision of professional development programmes, are highly destrable.

Annual salary (superannuable) is on a 9-point scale: HK\$480,360-645,300 (approx. US\$1-HK\$7.80 as at February 25, 1992). Starting salary will depend on qualifications and experience. At current rates, salaries tax will not exceed 15% of gross income. Housing at a charge of 7.5% of salary, children's education allowances, leave and medical benefits are provided.

MATHEMATICS FACULTY OPENING **BROOKHAVEN COLLEGE, DALLAS, TEXAS**

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

Brookhayen College, one of the seven campuses of the Dallas County Com-munity College District in Dallas, Texas, Invites applications for a full-time mathematics/developmental mathematics faculty position beginning janu-ary, 1993. Faculty load is 15 hours per semester. Salary is dependent upon education and experience. Entry level salary is \$29,000.

Requirementar Master's degree including 18 graduate hours in math and three years of post-secondary teaching experience. For application: Please send a fetter of application, curriculum vitae, personal copies of transcripts of all coursework, and three current letters of recommendation to

> Pat Miller, Dean Science/Math Division Brookhaven College 3939 Valley View Lane Farmers Branch, TX 75244-4997

A DCCCD application form will be sent to applicants for completion and return. All application materials must be received by the deadline of May 1, 1992.

EEO/D/AA Employer

Admissions: Applications are now being accepted for the position of Aspociate Director of Admissions is the Realistrar's Office of the University of Central Florida. State qualifications are as follows: Matter's despets in as appropriate it as of specialization and four years of appropriate experiences; or a feethelor's degrees in an appropriate area of specialization and six years of appropriate experience. Perfer admissions experience. Salary range: \$25,580 to \$45,500. Letter, of application and via should be sent to: Dr. John F. Bush, Director of Admissions and University Registrar, University of Central Florida, Orlando., Poséda 32816. Application srust be postgrafted no leter than March 26, 1992. Equal Opportunity. Affirmally: Action Ratinover. As an assency of the State of Florida, Uter makes all applications available for public haspocition.

vide personal and career connacting services to students. Some travel is required. Monter's degree in counsulus, college student development or related field required; may consider moster's condidates completing degree by May, 1992; contacting and student recruitment experience desired; il-censed professional connector preferred. Available immediately; twelve-month position. Pay stade 14; salary 324,348. Send cover tester and reasons by Arril 6 to Personnel: Office, Fairmont State College, Pairmont, West Yirsiala 26554;

Admissions / Recruitmenti Aspociate Director of Recruitment and Admissions, The
University of West Florids, The University
of West Florids, The University
of West Florids, The University
of West Florids is exclude to
can bring a creative and dynamic disrepsion to the University's student recruitment program. The nosition is available
starting July 1, 1992. Located in Pensacola,
Florids, The University of West Florids is
a regional public institution service Northwest Florids and an Urban area of approximakely 300,000. Five military bases are in

the immediate vicinity. With over 7,800 students, the University offers undergraduate and graduate programs in the College of Arts and Sciences, Business, and Education; the Division of Computer Sciences; and the Office of Extended Learning. The Associate Director of Recruitment and Adralasions reports to the Director of Recruit-

Closes: 11 April 1992.

Further particulars and application forms may be obtained from Appointments (40380), Association of Commonwealth Universities, 36 Gordon Square, London WC1H OPF, UK; or from the Appointments Unit, Registry, The University of Hong Kong, Hong Kong (Fax (852) 5592058; E-mail: APPTUNIT®HKU-HKU,HK). reent and Admissions and is responsible for development, implementation, and supervision of the University's student recruitment program. Salary: \$25,810-46,500. Qualifications: Evidence of creative, dynamic approach to recruitment of students, with fresh ideas about recruitment of freshman, upper division, and graduate students

including minorities and females; ovidence of experience in the design of recruitment materials; four years successful experience in student recruitment; experience in student recruitment; experience in student recruitment; experience in student recruitment; experience in the use of computers in recruitment programs; ability to interact effective-ty with diverse groups of people, prospective attudents, parents, alumni, faculty, school personnel, and community members; excellent written and oral communication sidils; master's degree preferably in a field related to the duties of the position. Application procedures: Applicants should aubunit a leiter of introduction indicating interest in the position, describing experience, and at least three leiters of recommendation by March 15, 1992 to: Chairperson, Search for Associate Director of Recruitment and Admissions, Office of Recruitment and Admis

University of Alberta Edmonton

Vice-President (Research)

The University of Alberta invites applications from. and nominations of, qualified women and men for the position of Vice-President (Research). The appointee is expected to take office on January 1. 1993. The University intends to conduct interviews in June and therefore wishes to receive applications by May 10, 1992.

The University of Alberta is recognized as a centre of excellence in Canadian higher education, with many teaching and research programs of international distinction. Founded in 1908, it is the second largest university in Canada, with full-time enrollment of over 25,000 students, in undergraduate, graduate and professional programs. It has an operating budget in excess of \$300

million, and receives over \$70 million in sponsore and contract research funding annually. The University has one of North America's outstanding libraries, with collections of over 3 million printed volumes, 2.5 million microform volumes, 700,000 government documents, and 20,000 serial subscriptions.

The Vice-President (Research) is responsible for providing leadership and vision in the support and administration of research at the University through the promotion of a standard of excellence in research and scholarship which will bring international acclaim to the University's research programs. Reporting to the Vice-President (Research) are the Research Grants Office, the Office of Intellectual Property and Contracts, and several distinguished interdisciplinary research centres. The Vice-President (Research) has overall responsibility for the administration of research grants and contracts, for liaison between the central administration and public and private institutions which fund research, and for the dissemination of research findings to the community the University serves. Candidates will have a distinguished record of research and teaching, and experience in academic administration.

Applications or nominations with curriculum vitae should be sent to:

Dr. Paul Davenport, President Room 3-1 University Hall University of Alberta Edmonton, Alberta, Canada T6G 2J9 Telephone: (403) 492-3212

The University of Alberta is committed to the principle of equity in employment. The University encourages application from aboriginal persons, disabled persons, members of visible minorities and women.

CENTRAL OREGON COMMUNITY COLLEGE INSTRUCTOR-BIOLOGY/ PHYSICAL SCIENCE

Teach biology and chemistry. Requires Master's in Biological Science; Ph.D. or ABD preferred, SALARY: \$27,800-\$34,100 19 month, probationary, faculty appointment). Begin 9/92. DEADLINE: 4/23/92. For required application, contact iluman Resources, CENTRAL OREGON COMMUNITY COLLEGE, 2600 N.W. College Way, Bend. OR 97701; (503) 885-5518. EEO/AA.

Advertising: Texas Tech University School of Mess Communications seeks an assist-





APPOINTMENT OF VICE-CHANCELLOR

The position of Vice-Chancellor of the University will become vacant early in 1993 when the present Vice-Chancellor, Professor K. J. Morgan, will

The Council of the University invites applications from persons with appropriate qualifications and experience. The Council would also welcome suggestions as to the names of suitable persons who might

Applications and suggestions should be addressed in confidence to the Chancellor, Honourable Justice Elizabeth Evatt, AO, The University of Newcastle, NSW 2308, Australia. Applicants should provide a full curriculum vitae and names of three persons to whom reference

Applications will close on 1 June, 1992.

The University reserves the right to accept applications at a later date, to re-advertise the position or to fill the position by invitation.

Further details of the position and information concerning the University may be obtained from the Deputy Vice-Chancellor (Academic), Professor M. P. Carter. Telephone +61 49 21 5114 Facsimile +61 49 21 5115.

Equality of Employment Opportunity is University policy.



Shawnee State University Portsmouth, Ohio 45662

College of Arts and Sciences Assistant Professor of Mathematics

Preferred Qualifications: Doctorate in Mathematical Sciences, Teaching esperience in a baccalaureate program. Experience and/or interest in inte-

Repossibilities: The normal tracking load is twelve contact hours () courses per quarter in each of three quarters and includes developmental and service courses and may include a course for majors. The Department supports a variety of types of courses; developmental—ranging from basic algebra to pre-calculus; service—including mathematics for prospective elementary school teachers, statistics courses and an interdisciplinary course that is a component of the University's integrated core curriculum; major—courses that support an existing BS in Natural Science degree with a concentration in Applied Mathematics. Faculty are evaluated primarily based on excellence in teaching, and also on scholarship and university service.

Salary: Commenciate with experiences—Excellent Kinga Inspellie.

Salary: Commensurate with experience. Excellent fringe benefits. Send: Letter describing qualifications and interests, a current vita, and three letters of reference to:

Dr. Dennis M. Travis, Dean College of Arts and Sciences Shawnee State University 940 Second Street Portsmouth, Ohio 45662-4303

Application Deadline: April 1, 1992 or until position is filled.

Shawnee State University seeks staft who share our commitment to students as our first priority. SSU is an Affirmative Action, Equal Opportunity Employer and encourages applications from minorities, disabled persons, and Vietnam era veterans.

sed vita, three references and tran-citats to: Dr. Tom Moore, Chair Search Onantice. Department of Agriculture, Olasteed 129, Central Missouri State Uni-versity, Warrensburg Missouri 64093-5021. Minorials and Women are encouraged to apply. AA/BEO.

Apiculural Engineering: Soil and Water Estineering: Two year USA1D funded position, funde College of Agriculture, Maia-vi. Jeck. Soil and Soil Erosiun. Elicutering Remote Scotting. Hydrology and Ramics. Conduct research in land use teals funding. Graduate degree in Agricultural funding Traduction of College of Agricultural Properties. Properties, and developing continuous Graduate Research experience, and developing continuous Continuou

Apicaliure Martering / Extension: New Messes Sarte University Cooperative Extension Associate as Martering and Rural Leafership Specialist by Rival Astriculum Henrovenents and polic Affairs Frederi. M.S. degree re-

man be walting and able to teach a wide course in concount/caribusiness area and possibly other agricultural areas and concours research. Ph.D. In agricultural econouity research. Ph.D. In agricultu vita, unofficial transcripts, and names of three references to Andy Nunez, Fraiect Director, NMSU, Box JAE, Las Cruces, New Mealco 88003; (503) 646-1644. Dead-line for applications: March 30, 1992. NMSU is an EEO/AA employer.

Anthropology: Syracuse University, Department of Anthropology invites applications for a two year or possible teamer-inch possition in Historical Archeology, starting Fall 1992. Candidates must also have the ability to teach Anthropological Archeology and Prehistory. Area open, specialization is the Americas is preferred. Applicants should have a Doctoral Degree, effective undergraduate teaching capability, and interests compatible with the current departmental configuration and with the Maxwell School Public Policy thrust. Send vita and letter of application by April 3, 1992 for Douglas V. Armstrone, Chair, Search Committee. Department of Anthropology. Syracuse University, 108 Bowner Hall, Syracuse, New York 13,244-1200. Women and minority candidates strongly encouraged to apply. AA/EOR. NMSU is an EEO/AA employer.

Allied Health: Division Charperson. Twelve-month noshion available September 1992, at Darton College, a two-year unit of the University System of Georgia. Requires Master's degree, doctorate preferred. Must have appropriate certification' licensure and meet \$ACS requirements to teach in a science ducipline or allied health specialty. Munimum of two years' creatical experience in specialty area and teaching experience required. Responsible for all cumponents of Allied Health Division, Opportunity exists for planning an allied health building and new allied health programs. Other responsibilities include recruiting, scadenic advision, it leaching, and committee work. Screening will begin April 27, 1992, and continue until position is falled. A complete application includes: resume, letter addressing above responsibilities and qualifications, plus statements reflecting applicant's commitment to the two-year community college; names, addressing statements reflecting applicant's commitment to the two-year community college; names, addressing statements reflecting applicant's commitment to the two-year community college; names, addressing statements reflecting applicant's commitment to the two-year community college; names, addressing statements reflecting applicant's commitment to the two-year community college; names, addressing statements reflecting applicant's commitment to the two-year community college; names, addressing statements reflecting applicant is commitment to the two-years community college; names, addressing statements reflecting applicant's commitments of the two-years.

Bulletin Board (202) 466-1050

minority candidate: apply. AA/EOE.

HEAD,

DEPARTMENT

OF NUTRITION

AND FOOD

SCIENCES

Tenured position at full professor levol requires a Ph.D. in nutrition, tood science, or closely related area; established record of research/scholarly productivity; recognized national leadership in area of expertise, success in obtaining autranural funding; administrative experience involving research, teaching, and/ar extension; solility to work effectively with faculty, administratore, students, and the public; and must qualify for tenure and rank of professor. Will provide leadership to mutil-disciplinary faculty is instruction, research, and extension and direct/facilitate management of budgets. Submit letter of application, résumé, and names and letters of recommendation from five references to Dr. Deloy Hendicks, Chair. NFS 6aarch Cammittee, Department of Nutrition and Food Sciences, Utah State University, Logen, UT 84322-8700. Review of application open until filled. Ush State University is a Land Grant University and an Equal Opportunity, Affirmative Action Employer. Qualified womes, minorities, and members of other protected groups are encoursged to apply.

references; and unofficial transcripts of all college work (official transcripts required before employment). Salary range: \$48.002-559,000. Bonk commensurate with education and experience. Contact: Personnal Office. Darton College, 2400 Giblionville Road. Afbany, Georgia 31707. AA/ EOE.



Discourse Analysis Sociolingulatics Psycholingulatics Applied Lingulatics Advanced Writing Skills

NATIONAL UNIVERSITY OF SINGAPORE Faculty of Arts and Social Sciences

Applications are invited for **teaching appointments** in one of the following departments from candidates who must possess a relevant Ph.D. degree. Preference will be given to those who are able to teach in more than one of the areas listed under the Department they are applying to.

CHINESE STUDIES

Chinese Etymology, Phonology and Semantics Chinese Linguistics, Rhetoric and Grammar

ECONOMICS AND STATISTICS

Classical/Modern Chinese Uterature Modern China/Chinese in Southeast Asia

Marketing Research Money and Banking History of Economic Thought Environmental Economics Asian Economies Actuarial and Financial Statistics
East Asian Economies Economics of Banking and Financial Institutions Managerial Accounting

Micro- and Macro-Econ Social Accounting and Econ Statistical Computing

Managerial Economics
Mathematical Economics
Applied Statistics **ENGLISH LANGUAGE AND LITERATURE** Comparative Uterature (covering at least one major Asian Uterature) Modern Drama Film Criticism and History (an interest in Asian films will be an advantage) Theatre Studies

GEOGRAPHY

Regional Planning Environmental Studies Remote Sensing and Biogeography Computer Cartography HISTORY

Military History Southeast Asia especially Vietnam European History (in any period from 16th to 19th Centuries) with ability to teach Western Civilisation IAPANESE STUDIES

teach in a sub-field in addition to their main areas of specialisation Preference will be given candidates who can **MALAY SYUDIES**

Applied Linguistics with special reference to Malay and Indonesian Sociolinguistics with special reference to Malay and Indonesian Sociology of Literature with special reference to Malay and Indonesian Literature Cultural Anthropology with special reference to the Ethnography of the Malays MASS COMMUNICATION

Broadcast Journalism
Advertising and Public Relations

POLITICAL SCIENCE Public Administration -

Public Personnel Administration Public Administration Systems Research Methods in Public Adm

international Politics of East Asia, with special

SOCIAL WORK AND PSYCHOLOGY

Candidates should possess a Ph.D. degree in Social Work and relevant teaching experience, particularly in either group work theory and practice or community development. Additional experience in one or more of the following areas will be an advantage:

Design and Application of Group Therapy Direct Reldwork Practicum family Social Work and Family Therapy

Psychology
Candidates should possess a Ph.D. degree in Psychology and have teaching experience at University level. They should also have specialised experience equipping them to teach in one or more of the following areas:

Cognitive Psychology Health Psychology Industrial Psychology Occupational Psychology

Experience in one or more of the following will be an additional advantage

Applications of Psychology On-line Use of Computers in Teaching Psychology SOCIOLOGY

Social Stratification Urban Sociology Preference will be given to candidates who have teaching and/or research experience within Southeast Asia.

Besides appointments on normal 3-year contracts, visiting appointments for one or two years will also be Gross annual emoluments range as follows:

Senior Lecturer
Associate Profes

\$\$58,680 - 100,310 \$\$88,650 - 122,870 (US\$1.00 = S\$1.63 approximately)

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment

omered.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include provident fund benefits or an end-of-contract gratuity, a settling-in allowance of \$51,000 or \$52,000, includes provident fund benefits or an end-of-contract gratuity, a settling-in allowance of \$51,000 or \$52,000, subsidised housing at nominal rentals ranging from \$5100 to \$52,16 p.m., education allowance for up to three children subject to a maximum of \$516,425 per annum per child, passage assistance and baggage allowance children subject to a maximum of \$516,425 per annum per child, passage assistance and baggage allowance. for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual employments in a calendar year.

There are eight faculties in the National University of Singapore with a current student enrolment of some 15,000. All departments are well-equipped with a wide range of facilities for teaching and research. 15,000. All departments are well-equipped with a wide range of facilities for teaching and research.

All academic staff have access to the following computer and telecommunication resources: an individual microcomputer (an IBM AT-compatible or Apple Macintosh); an IBM mainframe computer with 16 MIPS of computing power, departmental laser printers; a wide spectrum of mainframe and microcomputer software; volce-mail. A campus-wide network, which is based on the high speed optical fibre based FDDI technology, links up all the academic staff and student microcomputers. UNIX workstations and provides access to the mainframe computer, the supercomputer, UNIX hosts, the on-line library catalogue, internet and BITNET.

Application forms and further information on terms and conditions of service may be obtained from

The Director The Diffactor Personnel Department National University of Singapore 10 Kent Ridge Crescent Singapore 051 i The Director
North America Office
National University of Singapore
55 East 59th Street
New York, N.Y. 10022, U.S.A.
Tel: (212) 751-0331

Enquiries may also be sent through BITNET to: PERLIMSK@NUS3090, or through Telefax: (65) 7783948

NATIONAL UNIVERSITY

OF SINGAPORE

Department of Medicine

Applications are invited for teaching appointments in the Department of Medicine in one of the following areas:

Dermatology Neurology

Medical Oncology

5\$53,160-64,200 \$\$58,680-100,310 \$\$88,650-122,870

15% or 20% of gross salary

25% or 40% of gross salary 40% of gross salary

The Director
North America Office
National University of Singapore
55 East 59th Street
New York, N.Y. 10022, U.S.A
Tel: (212) 751-0331

Doctoraje in Social Work or a

grants Demonstrated record of

lank and Selary:

related field

Master of Social Work preferred

Demonstrated record of securing

scholarship

Knowledge of funding resources at federal and state government levels and of joundation administrative and teaching

Must meet University requirements for tenure at the Associate or Full Professor rank

Candidates should possess an approved basic medical degree with recognised postgraduate qualifications and preferably training in one of the above subspecialities.

(US\$1.00 = S\$1.61 approximately)

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment oftend. In addition, appointees will receive a Specialist Allowance (SA) under the Professional Fee Scheme, the rates for which are as follows:

Senior Lecturers and Associate Professors who are designated Consultants may retain in full professional fees earned during the clinical sessions devoted to private patients which are over and above their SA up to twice their gost annual salary. For additional fees earned thereafter, part of the fees to be retained by the staff members will depend on his contribution to leaching, research and clinical service. Lecturers and Senior Lecturers designated as Senior Registras may retain professional fees earned over and above their SA, up to 60% of their gost annual salary. The number of sessions for private patients will be limited to 4 out of 11 sessions in a week.

Leave and medical benefits will be provided. Depending on the type of contact

offered, other benefits may include: provident fund benefits or an end-f-contract grathity, a setting-in allowance of \$\$1,000 or \$\$2,000, subsidised housing at nominal rentals ranging from \$\$100 to \$\$210 p.m., education allowance for up to three children subject to a maximum of \$\$10,000 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Signature.

Application forms and further information on terms and conditions of service, including the Professional Fee Scheme, may be obtained from:

Enquiries may also be sent through BITNET to: PERVLI @ NU53090, or through Telefax: (65) 7783948.

Gross annual emoluments range as follows:

Associate Professor

Lecturer Senior Lecturer

effects to Singapore.

The Director
Personnel Department
National University of Singapore
10 Kent Ridge Crescent

UIC The University of Illinois at Chicago

JANE ADDAMS COLLEGE

invites applications to fill the newly created position of Associate Dean (Effective August 1992)

Support and stimutate faculty seeking external funding for research
 Create an atmosphere among faculty that emphasizes funded and nonlunded research
 Develop a positive and working network with federal, state, and foundation funding research

loundation funding resources. Develop systematic arrangem

faculty in the design and preparation of research proj

ior academic-service agency collaboration in practice-relevan

de technical assistance to

Professor Dee Morgen Kilpetrick, Chairperson Search Committee for the Associate Dean Jane Addams College of Social Work (M/C 309) The University of Illinois at Chicago Box 4348 Chicago, filmois 60680

OF SOCIAL WORK

Position:

Faculty of Education ASSOCIATE PROFESSOR IN EARLY CHILDHOOD **EDUCATION**

(Level D) (Tenurable) Re-Advertised

Position No: 15/92

Education is one of the six faculties that make up UWS, Nepean, In 1992 it will offer undergraduate and postgraduate courses to over 1,100 students in the areas of Early Childhood, Primary, Secondary, Special Education, School Counselling, Educational Administration and Educational Computing.

UWS, Nepean is seeking a person with an outstanding reputation as an early childhood educator within a field of study relevant to its existing courses, including: Child Development, Special Education, Family Studies, Centre Administration and Assessment. The successful amilicant's main task will be to provide applicant's main task will be to provide academic leadership in teaching, course development, research and consultancy. This will involve the fostering of links with educational authorities, the co-ordination of team based activities and the establishment of a Centre for Early Childhood and Family Studies. The appointee will teach within the Faculty's undergraduate and postgraduate courses and will supervise higher degree work.

Benefits include superannuation, in certain instances assistance towards relocation and removal expenses, study leave and long service leave, and the right of limited practice and consultancy.

SALARY: A\$60,475-*A\$66,625 per annum
*Top of salary range not available until July 1992. ENQUIRIES: Associate Professor Trevor Cairney, 61 47 36 0264

Application forms, duty statements and criteria for appointment are available from the Human Resources Division, Westmead Campus 61 2 685 9029, or the Human Resources Division, Kingswood Campus, 61 47 36 0408.

Applications in triplicate stating full personal particulars (including work and home addresses, telephone and fascimile numbers), qualifications and and experience should reach the Recruitment Officer, Human Resources Division, University of Western Sydney, Nepean, P.O. Box 10, Kingswood, New South Wales, Australia 2747, by 22nd April, 1992. Fax No. 61 47 360 327. The University reserves the right to make no appointment to this position.

An Equal Opportunity Employer



FACULTY POSITIONS Accounting

Kennesaw State College, a comprehensive and progressive regional college recently recognized as up and coming in US News & World Report, invites applications for existing/anticipated faculty positions in the Department of Accounting, Located in an attractive suburban area in Metropolitan Atlanta, the college is one of the fastest growing in the University System of Georgia, enrolling 11,000 students in a broad array of high quality undergraduate and graduate programs including an MBA and an MBA for Experienced Professionals.

Kennesaw State College has established a notable record employing women and minorities and strongly encourages applications from both

groups.

Qualifications/Responsibilities: Professional certification and Ph.D. or D.B.A. in accounting preferred; MBA/CPA or ABD will be considered. Teach a variety of undergraduate/graduate courses. College expectations include commitment to excellence in teaching, schularship, and service. Salary/Rank: AACSB competitive and dependent on qualifications and

Application Instructions: Positions are available September 1992. Applications will be accepted until positions are filled; however, to guarantee cunsideration, applications should be received by April 3, 1992. Send a letter of application, vila, and a list of references to Dr. Raiph Frey, Chair, Department of Accounting, School of Business Administration, Kennesow State College, P. O. Box 444, Marietta, GA 30061; (404) 423-6316.

Affirmative Action, Equal Opportunity Employer

Anthropology: Arkanasa State University. Tesure track position in Department of Sectionary, Social Work and Geography. Full 1992 (starting date August 15). Primary tracking/research interest in critical anthropology with secondary interest in critical anthropology of sociology. Affiliated with Artanasa Archeological Survey. Required: Ph.D. in Anthropology. Will consider ABD. Realt: Assistent Professor. Consact Dr. Paricks Freudiger. Department of Sectionary. Social Work, and Geography.

D. Dos 1898, State University. Arturing 72461, Provide current vita, list of four recreases, and transcripts, tespes acceptable). Applications with be accepted until substanting priority; scholarly ac-

EAST TENNESSEE STATE UNIVERSITY SCHOOL OF NURSING

Department Heads and Faculty Positions

The School of Nursing is comprised of three academic departments and offers accredited associate and baccalaureste degree programs with advanced placement options for accelerated completion. A master's prugram began in August 1991. The School is a co-recipient of a major W.K. Kellogg award granted to the Division of Health Sciences, as well as other grants and contracts which enable the School of Nursing to operate two nurse-managed clinics - one for the homeless and one extended hours clinic in a rural area. clinics - one for the homeless and one extended hours clinic in a rural area. Chair, Department of Adult Nursing, Chair, Department of Professional Rofes/Mental Health Nursing positions require doctorate in nursing or related fields and master's in nursing. Documented achievement in teaching, research and service to be appointed at the minimum rank of Associate Professor. Requires community involvement, membership in professional organizations, demonstrated leadership abilities, and flexibility and willingness to work non-isalitional hours at times. Minimum experience of five years in nursing education with preference for experience in a university setting; clinical experience required. Applications accepted until position is thelef. Review and selection process to begin immediately. Only completed applications will be considered.

Paculty to teach in all specialty areas. Anticipate additional new renure-track and non-tenure track positions due to expansion and grams. Master's in nursing required; ductorate preferred. Certificate as nurse-practitioner desired for several positions; practice options available; experience in nursing required and teaching experience preferred. Review of applications will begin immediately and continue until positions are filled.

Additional Temporary Positions which combine teaching and clinical practice as an FNP. Must be eligible for ANA certification as a nurse practitioner and TN prescriptive privileges. Evening and weekend clinics in some pusitions. Positions contingent upon continued grant and contract funding. All applicants must demonstrate the ability to communicate effectively in written and spoken English. Applicants must be eligible for licensure in Tennessee. Send vita and names/addresses of four references with letter of application which indicates position of interest to:

School of Nursing P. O. Box 70,617 East Tennessee State University Johnson City, TN 37614 Phone: 015-929-5626

ETSU is an Equal Opportunity, Affirmative Action Employee

BARAT COLLEGE

Barat College, an independent, four-year, co-educational liberal arts college with a rich Catholic heritage, is seeking candidates for the full-time positions described below. Applicants must have a strong commutment to undergraduate liberal arts education. Starting date: September 2, 1992.

The College: A national liberal arts college, Barat was chartered in 1918 and is located in a beautiful suburban community 29 miles north of Chicago on Lake Michigan. Over 700 students from 20 states and 18 foreign countries attend Barat, which offers a range of programs. With a faculty devoted to the reaching and development of students, the College provides a vital currentum, a time library, and an attractive and historic campus in which to foster intellectual, social, and spiritual growth.

POSITIONS

Biology: Assistant Professor, with Ph.D. and teaching experience, to help develop a strong biology major as well as general education courses. Management and Business: Assistant Professor, Ph.D. preferred, or M.B.A.—both with business experience. Concentration in Business Organization and willingness to teach a broad range of courses. Mathematica/Computer Studies: Chair (rank negoriable), Ph.D. in math and broad-based computer knowledge and teaching experience. Will help develop a math major as well as enhance computer studies.

Application letter, curriculum vitae, references (including telephone mun-bers), and unofficial transcripts should be sent by March 30, 1992, to:

Dr. Donald Yamella Vice President for Academic Affairs Barat College 700 East Westleigh Road Lake Forest, Illinois 60045

Barat College is an equal opportunity employer.

successful teaching experience, commit-ment to excellence in teaching and an ap-preciption of education at the Associate Desree level desirable. Salary commensu-rate with education and experience. Appli-cations reviewed as received and accepted until position is filled. Letter of application, césumé and the names and addresses of three references to Director of Employee Rétations, State University of New York College of Agriculture and Technology, Morrisville, New York 13408. An REO/AA Employee:

Arabic: Ohio University, Athena, Ohio. The Department of Linguistics has a term position, instructor of Arabic, beginning September 1, 1992. Applicants must have at least an ABD in Linguistics or Foreign Language Education. Native or near-native competence in Modern Arabic. Has some feaching experience. Willing to dedicate time to teaching ranterials, and mointain and improve the Arabic language Instruction. Salary is \$22,000 plus benefits. Teaching inade: 3 courses a quarter. Application deadline: 3 courses a quarter. Application deadline: April 13, 1992. Ohio University is an Equal Opportunity, Affirmative Action Employer. Women and minorities are strongly effectuaged to apply.

Architecture: Architects. California State University, Fullerton seeks a licensed architect or engineer to serve as Director of Design and Consurration. This position provides overall coordination for all construction projects on enapplus and is responsible for the design of minor projects. Permanent position, excellent benefits. For additional information call (7(4) 4773-2192. Applications due April 15, 1992. CSU, Fullerton is an Afilmative Action, Equal Opportunity/Title IX employer and welcomes applications from women and minorities.

Art: Assistant Professor of Art. Pull-time, feaure-track to teach advertising, computer graphics, survey art history, or art appreciation. Qualifications: MFA in ad design or related grea. Teaching experience, evidence of grifatic production. Send cradentials to: Director of Personnel, Northwestern State University, Natchitoches, Louisiern State University, Natchitoches, Louisiern

Art: Tenure track, instructor/assistant professor. Fall. 1992. Teach undergraduate courses in painting, drawing, ceramics, sculpture, and art appreciation. Master's degree required, MFA or dectorate preferred. Successful candidate should have a record of professional achievement as an artist, Send letter of application, résumé, modificial transcripts and three letters of reference by April 3, 1992 to: Angle O'Hars, Personnel, Panhandle State University, P. O. Box 430, Goodwall, Oklahona 73939. AA/EOE.

Art: The Visiting Artist in Palatins. Eligible candidates must hold an M.F.A. and provide credentials which include teaching experience and a substantial exhibition record. Candidates must not currently reside or work in Maryland. Letters of recommendation will be requested and transcripts will be requested before a contract can be finalized. The positions will be for one (1) year coily. Salary will be negoriable. The position will require eight (8) confact reaching hours in studie; a day class with combined

painting levels in oil studio; a second studio class will be included in the evening schedule; a rublic silde lecture of personal work will be scheduled during the first semester; and the community will be informed. The Visiting Artist Exhibition will be shown in the Holtzman Galiery sometime during the academic year. Please send sildes and resume to Carmen Robb. Art Denariment, Towson State University. Towson, Maryland 21204. Please enclose self-addressed slamped envelope for the return of slides. Closing date: April 1, 1992.

Arti Administration, Department Head.
Tonuro track teaching position. Nine hour teaching load and three hours release time for administrative duties. Teaching courses in painting, drawing tincluding life drawing, and additional courses in foundation programs including Art Appreciation. Rank and salary are open. MFA in painting/drawing, with 6 years successful teaching extretience on college/university level. Successful dealingstravies perfence in gan academ.

Interested persons should submit a letter of application, curriculum vita, a sample of recent publications, and the names, addresses, and phone numbers of these references. Applications from ethnic minorities and women are welcomed. The search will remain open until the position is filled but screening will begin March 2, 1982. For early consideration, send application materials to.

The University of Binois is an Affirmative Action-Equal Opportunity Employer

ic setting is essential along with evidence of continuing professional artistic activity. Applicants may include a statement of teaching philosophy and must should a cover letter, resume, transcripts, 20 sides plus 20 sides of students york, and three letters of recommendation by April 0, 1992 (please include a self-addressed sample envelope for the return of your sides) to Dr. Ray A. Majzhan, Dean; School of Arts and Sciences; Missouri Southern State Coland Sciences Cola

AA Employer.

Art Education: University of WisconsinMiwaukee. Tenure track position beginting August 24. 1992. Assistant/Associate
Professor. Salary commensures with musifications. experience. \$30,000 misming
Qualifications: Doctorate, record of successful public school teaching, evidence
studio and retearch stills. computer skills
and programming skills in art appreciation.
Art supervision/administration and higher
education teaching experience desirable.

BULLETIN BOARD: Positions available

UNIVERSITY OF REDLANDS ALFRED NORTH WHITEHEAD CENTER

The University of Rediands, located in Southern California, is a private, non-denominational liberal arts university which offers programs for both residential and non-traditional students. The University's Affred from Whitehead Center for Lifelong Learning provides innovalive courses and degree programs for working adults throughout Southern California.

em California.

The ANWC anticipates the opening of several positions. All are temire-track positions at the assistant professor level on a twelve-month contract. Responsibilities in each position will be twofold: half the workload will consist of teaching and scholarly activities; the other half will be providing academic leadership involving curriculum design/development and adjunct faculty hiring, mentoring and evaluation. Candidates must have sensitivity to issues in adult learning programs and interest in working in an elimically diverse environment. Preference will be given to candidates with experience in adult education. The search committees will start reviewing applications on April 15, 1992. All positions remain open until filled and will be available Sep-

Department of Management and Business

Accounting: Ph.D. or DBA required (preferably with experience in Managerial or Cost Accounting.)

2. Management Information Systems: Responsibilities will include teaching in undergraduate 15 program and in business programs including MBA. Ph.D. or DBA required. 3. Statistics/Research Design: Terminal degree in related field re-

Department of Liberal Studies

Social Sciences/Women Studies/Ethnic Studies: Responsibilities in this social include leaching courses on multi-cultural issues to White-lead students and some leaching of courses to residential traditional-age students. Ph.D. in related field required. SEND LETTER OF APPLICATION, A CURRICULUM VITAE AND THREE LETTERS OF REFERENCE TO:

> Dean's Office Whitehead Center University of Rediands P. O. Box 3080 Redlands, CA 92373-0999

Mark envelope as either Liberal Studies search or Management and Business search.

The University of Rediands is an Equal Opportunity Employer Minorities and women are especially encouraged to apply.

New York University Dept. of Art & Art Professions VISUAL ARTS ADMINISTRATION Faculty Position

The Department of Art and Art Professions seeks a Clinical Assistant/Associate Professor, non-tenure track, to direct its Master of Arts program in Visual Arts Administration. Renewable Contract. Begins September 1, 1992. Qualifications: MA in Art History/graduate level teaching experience preferred; curatorial museum/New York art organizations/ corporate art world experience, knowledge of 19th and 20th century art and architecture; 18th-20th century Decorative Arts. Application, vita, three letters of reference, printed supporting material, SASE for return of supporting material. To: Leonard Lehrer, Chair, Department of Art and Art Professions, NYU School of Education, Health, Nursing and Arts Professions, 34 Stuyvesant Street, New York, NY 10003. Review of applications begins March 17, continues until position is filled.

NYU encourages applications from women and members of minority groups.

Assistant Professor/Tenure Track Social Studies Education

VIRGINIA TECH

SOCIAL STUDIES EDUCATION—Assistant Professor, tenure track position in the Department of Curriculum and Instruction at Virginia Polytechnic Institute and State University. Date of appointment will be Feli. 1982. Requirements include teaching experience at the high school and/or middle school level, some experience with teaching social studies methods courses and supervising student teachers, and a doctorate. Candidates should demonstrate potential and destre to do quality teaching, research, and service in an area related to social studies education. The position includes opportunities for teaching graduate courses and advising masters and doctoral students with salary commensurate with experience. Review of applications will begin on April 13 and continue experience. Review of applications will begin on April 13 and continue until the position is filled. Candidates should send a letter of application, curriculum vitae, and letters of reference to:

Dean James J. Buffer College of Education Virginia Tech Blackaburg, VA 24061-0317 Vision Polytechnic Institute and State University is an equal opportu-ally, affirmative action employer.

Daties will include teaching Art Education corpus at undergraduate, araduate levels with half-line assignment to undergraduate drawn lands are actually a compact and the second requirement and a pecialisa corpus. Contributions to reserve in facilitation of the serve in the se

Art Education, UWM Art Department, P. O. Box 413, Milwaukee, Wisconsin 53201. Application deadline, April 30, 1992. AAICOR/WMA. The University of Wisconsin System is required to relate and two days of a request after deadline for receipt of nominations and applications, a combined list of all acquinces and applicants without differentiation.

SOUTHEAST COMMUNITY COLLEGE University of Kentucky

Comberland, Kentucky 40823

Southeast Community College of the University of Kenlucky Community College system anticipates a need for additional faculty for the 1992 Fall academic year in the following disciplines: Biology/Chemistry (Middlesborot; Mining (Cumberland; Head Ubarrian (Scipline Is required; a doctorate is preferred; Deadline for application maternals contact Or. Odell D. Wilson, Academic Dean, Southeast Community College, Comberland, Kentucky 40B23; (Od) 589-2145. An Equal Opportunity Employer

LA CROSSE

Assoc, Professor & Chair, Physics

Talented, dynamic person to chair Physics Department statung tall 1992, hithance into sequences, expand major Requires dottoriate in physics or related; to a hing, research, administrative experience formulations and applications. In incline order, three reference letters, to Chory Physics Search Committee, 1973 Cowley Hall, University of Wiscomm-La Crosse, La Crosse, Wi 5-that). All must be received by May 15, 1992. Winner, nanorities can analysed to apply Alphabethal list of nominers, and apply after without differentiation, may be released after decading. AA/EOE

Division Chairperson HEALTH CAREERS

MIDDLESEX COMMUNITY COLLEGE is a public college with campuses in Bedford, Burlington and Lowell serving the northwest suburban region outside Boston. The College serves the largest population area of the state with nearly one-quarter of the state's population within a litteen mile radius.

The successful candidate will assume administrative and academic responsibility for the College's health programs including Dental Assisting. Dental Hygiene, Dental Laboratory Technology, Diagnostic Medical Sonography, Medical Assisting, Medical Laboratory Technology, Nursing, Radiologic Technology, Occupational Therapy Assistant and related grant-funded programs.

Qualifications must include a Master's Degree in health related field and 6-8 years' College level teaching and/or administrative experience in health careers, preferably at a community college. Ability to interact successfully with students, iaculty, staff and the general public throughout the College Community is essential. Strong oral and writing skills required.

Salary range \$46,000-\$51,000 for a 12 month year. Send letter, résumé and supporting materials demonstrating experience in listed areas to:

> Dr. Carl Schilling Dean of the College

MIDDLESEX COMMUNITY COLLEGE

Springs Road Bedford, MA 01730

Application deadline: 4/15/92

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER



INSTRUCTORS

Coast Community College District, located along the beautiful Pacific Coast between Los Angeles and San Diego, is a multi-college district which includes Coastline Community College, Coolen West College and Orange Coast College. We are currently accepting applications for the following, full-time tenure track positions. (Please note application deadline dates.)

Choral Music, #2-G-92 (deadline: 3/20/92) Anthropology, #6-O-92 (deadline: 3/23/92) World History, #7-O-92 (deadline: 3/23/92) English/Football Coach, #8-O-92 (deadline: 3/24/92)

To obtain a complete Job description and application packet, please conduct our district personnel office: (714) 432-5007, Resumes cannot be accepted in lieu of reguleed forms.

For recorded information on other professional employment opportunities, call our 24-hour Job Line: (714) 432-5526.

Coast Community Colleges 1370 Adams Avenue Costa Mesa, CA 92626

An Equal Opportunity, Aftirmative Action Employer

MARKETING

Tenure-track position beginning Fall 1992, Xavier University of Louisiana Department of Business Administration and Economics. Responsibilities include teaching 12 undergraduate hours per semester in marketing and some areas of management academic advising, committee service, research. DBA or Ph.D. in Marketing required, university leaching experience preferred. Xavier University, tocated in New Orleans, Louisians is a predominantly black, Catholic university with an approximate enrollment of 5,000 students. Submit letter of application, vita, current references and official transcripts by March 31, 1992 to: Dr. Charles Chekwa, Chairman, Search Committee, Xavier University of Louisiana, New Orleans, LA 70125. Xavier University is an Equal Opportunity, Affirmative Action Employer.

teach upper-division courses in 19th-20th century and contemporary European and American art, theory and criticism, and Health, Physical Education, and Sports

ven, Connecticut 60515.

Athletics: Baskebail.—Assistant Men's Baskethall Coach/Physical Education Faculty. Assistant men's basketbail coach and possible additional coaching assistant of sport possible additional coaching assistant of sport plus other appropriate coarses as assigned. Experience in filters/wellaess laboration preferred Men's basketball coaching experience required, Men's basketball coaching experience required, Men's basketball coaching experience required, Master's degree required, doctorate preferred in HPE with specialization in wellness or health education. Teature-track or four-year renewable cohtract irack depending on degree of teaching responsibility. Send all inquiries and resames

Athelics Administration: Athletic Director. Wesley College is accepting amplications for the position of Athelic Director. The Director is responsible for the overall management of the intercollegiste athletic program including: budgets, supervision of athletic staff and conches, schedules, athletic facilities, recruitment, fund raisins, and compliance with MCAA policies. Depending on candidate's experience, coaching reponsibilities may be involved. Wesley is a private, Moeral arts college with an envolument of \$20 full-time students. Wesley offers 7 men's sports and 4 women's sports, all of which compete at the NCAA Division III level. Qualifications include a Master's dearse. Coaching experience, administrative experience, and appreciation for the rate of Division II athletics in a liberal arts institution. Search will remain open until the position is filled. Please send leiter of application, resumé and the names, addresses and phone numbers of three references to: Dr. William A. Say-

NORTHERN

ELEMENTARY AND SECONDARY EDUCATION

Northern State University seeks qualified applicants for two tenure-track positions at the rank of Assistant or Associate Professor. Elementary or Secondary Education

The successful candidate will have an earned doctorate. Preference will be given to candidates who have an interest or preparation in middle-level education and successful teaching experience. The appointed will teach human relations, and other undergraduate professional classes, supervise student teachers, advise undergraduate students, establish and maintain service to the institution, community, and professional organizations, and develop/sustain a record of scholarly productivity indicative of that required for promotion and tenure at Northern State University.

Elementary Science Education

The successful candidate will have an earned doctorate. The appointee will teach elementary and secondary science methods, supervise student teachers, advise undergraduate students, establish and maintain service to the institution, community, and professional organizations, and develops ustain a record of scholarly productivity indicative of that required for promotion and tenure at Northern State University.

Northern State is a multi-purpose institution providing both undergraduate and graduate programs typical of a smaller regional university. It is South Dakota's third largest institution and the state's only comprehensive institution located in a population center.

Nominations are solicited and applications with resumes, and three letters of reference are invited. Address nominations and applications to Dr. Thomas O. Filckerns, Vice President for Academic Affairs, Northern State University, South Dakota 57401. Consideration of applications will begin on April 6, 1992 and will continue until the position is falled.

Northern State University is an Equal Opportunity.

Affirmative Action Employer.



ASSISTANT PROFESSOR OF RHETORIC

Assi. Professor of Rheioric/Rhetorical Theory with background in Composition and Catical Theory for one-year appointment (with possibility of extension) beginning Sept. 92, to teach one subject specialty, one section of Humanities, and we sections of Preshman English Send letteurésumé, names and telephone numbers of three references, and postcard for admowledgement of receipt of materials to Ertward Cason, Chair, English Dept, Saint Anselm Dr., Manchester, N.H. 03 102-13 10.

mour. Dean of Students. Wesley College.

Dover, Delaware 19901. Women and minorities are encouraged to apply.

174-4508 to request an application form.

Applications will be considered on April 15, 1992, and consideration will continue until the position is filled.

Aviation Meintenance: Imprediate opening for instructor of Aviation Meintenance at Southern Artamass University Tech. Must be certified by the FAA in Air Primes and Power Plant with a michmum of three years' experience in Aviation Maintenance and hold an associate degree in aviation maintenance. Contract Southern Artamass University Tech Business Office at 501-





COLLEGE OF EDUCATION DEPARTMENT OF CURRICULUM AND INSTRUCTION

ASSISTANT PROFESSOR OF CURRICULUM AND INSTRUCTION Reading Education, K-12 tenure-track

Position Description. Teach undergraduate and graduate courses in reading education (K-12); advise windenty, work with local school districts, and conduct research, grant-writing, and service activities. Qualification (1) Extract doctoral degree in education with emphasis in reading, (2) three or more years' K-12 teaching experience, (3) potential to attain graduate famility status, (4) evidence of ability to write grants and conduct recearch, (5) evidence of professional exprence in reading instructions of Southwestern U.S. bilingual populations is preferzed.

ASSISTANT PROFESSOR OF CURRICULUM AND INSTRUCTION Social Studies Education, tenure-track

Pullion Description. Teach elementary, middle school, and secondary social studies methods; teach graduate control in curriculum instruction; conduct research, grant-writing, and service activities; advise graduate students. Qualifications: (1) Three years of public school teaching, K-12, (2) carned disclorate in education with emphasis in social studies, (3) eligible for graduate faculty status, (4) evidence of ability to conduct research and write grains, (5) evidence of experience in supervising graduate students, (6) teaching experience with multiracial and ethnic populations as preferred. Cloting Date for Applications: Postmarked no later than undnight, March 31,

Applications: Send letter of application, vita, three current letters if recommendation, and unofficial transcripts to:

Dr. Jeaneste V. Martin, Ph D. College of Education Curriculum and Instruction Box John), Dept. SCUR Las Cruces, NM 88003 (505) 646-5821 FAX (505) 646-6052

About the University: Founded in 1888 as a land grant institution, New Mexico Stare University has 86 areas of undergraduate study in six undergraduate colleges, 40 areas of study on the master's level, and 19 on the doctoral level. More than 15,000 students study on the 6,250 area campus located in the beautiful Rico Grande Valley. The College of Education is a member of the prestigious Holmes Group and has an enrollment of 1,200 undergraduates and 500 graduates.

New Mexico State University is an EEO/AA Employer Office of employment contingent upon verification of advidual's eligibility for employment in the United States.

ASSOCIATE OR ASSISTANT PROFESSORS Tenure Track—Fall 1992

Manhallan College is a private institution sponsored by the Christian Brothers and has an enrollment of approx 4,550 full and part time undergrad and grad students. ECONOMICS Ph.D. required / Dr. James Suarez, Dean,

MANAGEMENT Ph.D. or close to completion/Dr.
James Suerez, Dean, School of Business.
ANALYTICAL CHEMISTRY: Ph.D. or close to

completion/Dr. Leo Michiels, Chair.
MECHANICAL ENGINEERING BS from A.B.E.T. ME
Dept. Ph.D. required, Dr. Vincent Antonetti, Chair.
MODERN FOREIGN LANGUAGES Ph.D. French. Dr. vevert Wanger, Chair.

Please send CV and references to appropriate department. MANHATTAN COLLEGE Riverdale, NY 10471 AA/EO Employer M/F. Woman & minorities encouraged to apply

TEACH BUSINESS IN **BEAUTIFUL SOUTHERN OREGON**

Tenure track Ass'VAssoc position in finance for fall '92 with some teaching in accounting and/or major management information sysired: Appropriate ABD or Mastera with extensive industry experi-

Preferred: Appropriate doctorate. Multi-cultural experience/expertise. Salary competitive. Excellent benefits. Review of applications begins 3/31/92. 3/31/92. Write/call Dr. Kelth Carney, School of Business, Southern Oregon State Coffege, Ashkund, OX 97520; (803) 352-8483/4.

Biology: Cellular Biologisi. Tenure-track Assistant Professor in Biology. Ph.D. in biology and consumment to high-quality teaching and accolarity activity required. Courses include: introduction to cellular and organizatic biology, genetics, microbiology, and courses in the candidate's area of expertise. Send application, curriculum vitae, gradunts transcripts, and three letters of reference to Dr. Robert Genter, Environmental and Health Sciences, Johnson Suite Colges, Johnson, Vermont 5865. Review of applications begins March 30, 1992. The Vermont State Colleges endorses the goals of EEO and affirmative action.

Blology: Norwich University. Military Col-lego of Vermont and Vermont College. Norwich University zeeks an Aquatic Incl-oglat for a tenure track teaching sosition as Assistant Professor of Biology. Teaching competence miss include General Biology. Competence miss include General Biology. Competative Vertebrate Assistancy, Inver-tebrate Zoology and Aquatic Biology.

Defiance College

The Defiance College, an independent, co-educational, liberal arts institution, chartered in 1850, related to the United Church of Christ and located in Northwestern Ohlo, invites applications for the following positions.

Business Administration: A tenure-track position, rank negotiable. The successful candidate will have a D.B.A. or Ph.D., a management/marketing background, an orientation toward the use of business software, leaching experience at both graduate and undergraduate levels, good interpersonal skills, and the ability to provide academic leadership in developing programs. Communications Generalist: A tenure-track position at the instructor or assistant professor level. Must be able to teach fundamentals of oral communication, argumentation and debate, persuasion, and public relations. Must be able to coach and develop a program in lorensics. Ability to instruct mass communication, oral reading, and oversee production of college yearbook would be advantageous, Master's required; Ph.D. praterred.

Criminal Justice: A one-half time, pro rate tenure-track position at the assistant or associate professor level. Able to leach courses in organization and administration of criminal justice programs, police-community relations, and supervise internships. Master's required, Ph.D. preferred.

Zoology: A tenure-track position at the assistant professor lavel. The successful candidate will have a strong background in field zoology, conservation biology, and ecology to support new programs in restoration ecology and environmental science. An interest in team teaching in non-major science core sequence and ability to teach human anatomy and physiology. Ph.D. required.

The Defiance College places major emphasis on excellence in teaching, all faculty are also required to advise students, participate in academic governance, and be of service to the campus and community.

Application review will begin on March 23, 1992, and continue until the positions are filled. Salary is competitive and commensurate with education and experience. Letters of application, including resume and the names and phone numbers of three references, should be directed to:

Joel Daniels Vice President for Administra The Defiance College 701 North Clinton Street Defiance, Ohlo 43512

THE UNIVERSITY

OF IOWA

The University of Iowa is seeking an assistant professor in Instructional Design & Technology who shows high po-tential to succeed in teaching graduate level courses, estab-isonal research program, mentoring students, and contribut-evelopment of the Program. This is a tenure-track position. The Individual must possess a doctorate in Instructional Design and Technology or closely related field. Desired teaching areas are instructional design theory, instructional strategies, professional training and emerging technologies. Familiarity with education and training environments is desirable. The salary is commensurate with training and accom-

Review of the applications will begin May 1, 1992. Start date is August 24,

Interested persons are invited to submit a vita, a statement regarding research and training interests and three current letters of recommendation to Dr. Barry Bratton, Instructional Design and Technology Program, College of Education, University of Iowa, Iowa City, Iowa 52242; phone: 319/335-5566.

The University of Iowa is an Equal Opportunity, Affirmative Action employer. Applications from women, minorities and handicapped persons are encouraged.



BIOLOGY INSTRUCTOR

Join an outstanding team of professionals at Yakima Valley Community College in Yakima, Washington! Established in 1928, YVCC servas a wonderfully diverse multicultural population in a three county district. Salary: \$35,500-\$41,350 plus a generous benefit package. Requires a Master's dagree in Biology or related area. Contact Human Resource Dept. at (509) 575-2374 or write to P. O. Box 1647, Yakima, WA 98907. EOE.

Biology: Assistant Professor of Diology. A full-lime permanent teaching position available September 1992. Doctorate required. Candidates must be able to teach a variety of undergraduate biology courses including nutrificed, human anatomy and physiology, and medical interobiology to liberal arts and aillied heath students. Dendline for an pilcations it April 0, 1992. Send curriculum vitae to: Dr. Jacquediae Scholar, Chair. Division of Science and Mathematics, Bellevue College. Bellevue, Nebruska 68005. BBU/AA.

Biologyi Instructor. Teach courses in Life Science Division in Human Anatomy/ Physiology. Genoral Biology and other related courses as experience and requiraments permit. Requires Manters in Biology or retaited field and experience in General Biology. Human AnatomyPhysiology. Human AnatomyPhysiology. Demonstrated teaching experience and Ph.D. in Biology or related field desirable. Closing date: April 10, 1992. Send inquiries to: Human Resources, Casper College, 123 College Drive, Casper, Wyoming \$2601. We are an BEO/AAE.

Ph.D. required (ABD considered); salary commensurate with qualifications and experience. Reply to Dr. Lauren D. Howard, Richard constituting occobing. Cambidate will be a pected to develop an independent, externally funded research program. Curriculum vitas and three letters of recommendation should be sent to Maureen K. Brubaker. Administrative Director, Surgical Research Center, Department of Surgery, University of Connecticul Health Center, Farmington Connecticul 6630-110. The University of Connecticul is an Allimative Action, Equal Opportunity Employer, M/W/H.

Equal Opportunity Employer, M/W/H.

Biology: Grand View College, Assistant Professor, Fall, 1992 tenure-tract opening for an Assistant Professor in the biology department to teach anatomy, physiology and other related courses, and to advise 13-20 students. Will teach predominately blology anglors and pre-nursing students. Potential for extra income teaching summer or evaning/weekeek occurse. Doctorate in anatomy, physiology, or related field required. College teaching summer or evaning/weekeek occurses. Doctorate in anatomy, physiology, or related field required. College teaching summer or fortered. Orand View Cellege offers twenty weekend program and an evening/weekend opening and new program production beginning full-1992. Applicant must have 3-3 years professional experience and preferably some error teaching experience. Ability to edit videotape, operate video cameras, superior exching caperinge. Ability to edit videotape, operate video cameras, superior exching experience. Ability to edit videotape, operate video cameras, superior exching experience. Ability to edit videotape, operate video cameras, superior exching experience. Ability to edit videotape, operate video cameras, superior exching experience. Ability to edit videotape, operate video cameras, superior exching experience. Ability to edit videotape, operate video cameras, superior exching experience. Ability to edit videotape, operate video cameras, superior exching experience. Ability to edit videotape, operate video cameras, superior exching experience. Ability to edit videotape, operate video cameras, superior exching experience and professor operation operation operate video cameras, superior exching experience and professor operate video cameras, superior exching experience and professor operation operated operation operation operated operations operated operations operated operations operated operations operated operated operations operated operated operations operated operated operated operated operated operated operated operated operated

AUSTING MUNITY (A)

Austin Community College is a two-year comprehensive community college located in the Capital Area of Texas. The College is fully accredited by the Southern Association of Colleges and Schools and enrolls more than 25,000 students. The College maintains an "open door" admissions policy. Applications are invited for the position of:

Office Systems Technology Faculty Appointment

Responsibilities: Teach courses in Office Systems Technology such as Typ-ing, Word Processing, Office Procedures, Microcomputer Accounting, etc. Participate in student advising, maintain office hours, assist with registration, serve on College committees, maintain professional competence, participate in professional development activities, and course development. An under-standing of the community college philosophy and ability to work well with others.

Qualifications: Must meel SOQ requirements on Bachelor's degree in Business and Office Education. Master's degree in Business and Office Education preferred. Total of three years' full or part-time teaching experience. Prefer college teaching in related field. At least two years' office work experience. Familiarity with Tech Prep and Articulation. Typing speed of at least 50-60 wpm; operate computers, printers and other equipment used in the department. Be familiar with a variety of software including WordPerfect, Lotus 123, DataBase, and Pagernaker. Must have evidence of effective teaching. Salary: Subject to placement on full-time faculty scale.

J#039201 Position contingent upon Board approval

A complete application and résumé must be received no later than 12 noon, April 17, 1992. All materials should be submitted to the Office of Personnel Services, Austin Community College, 5930 Middle Fiskville Road, Austin, Texas 78752.

NOTE: Austin Community College does not accept employment applica-tions or related correspondence via telecopy.

EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER MINORITIES ARE ENCOURAGED TO APPLY

LAKE-SUMTER COMMUNITY COLLEGE Leesburg, Florida

ocated less than an hour north of Orlando, we are a small college committee

Political Science/Sociology Instructor Able to teach traditional government courses and international relations. Duties will include developing and implementing credit travel and international programs. Master's degree with 18 graduate hours of prefix specific course work in political science and some completed graduate course work as secondary teaching field, preferably sociology. Preference with be given to candidate with experience in international and travel-based education freedoms could be considered to the course work in the control of the course with the course work in the course with the course with the course work in th

Computer Information Systems Instructor Rapidly growing computer science division needs dynamic professional with microcomputer expertise to develop and teach wide variety of applications networking and programming courses to meet needs of both degree program and community interests. Master's degree in Computer Science or Manage-ment Information Systems with 18 graduate hours and Noveli network expe-rience required. Previous community college teaching preferred.



Human Resources Lake-Sumter Community College 9501 Highway 441 Leesburg, FL 34788

An Equal Opportunity Institution



CASTLETON STATE COLLEGE World History

Full-time, one semester replacement position for Fall 1992 to teach the introductory World Civilizations survey and also courses in upper level history (African history strongly preferred). Ph.D. and strong interest in teaching required; ABD considered; teaching experience preferred. Salary and rank dependent on qualifications and experience. Review of applications will begin on April 30, 1992, and will continue until position is filled. Send letter of application, copy of transcripis, résumé and names, addresses and telephone numbers of three references to: Dr. Joseph T. Mark, Academic Dean, Castleton State College, Castleton, VT 05755.

Castleton State College Is an AA/EOE.

Suo Suider, Grand View College, 1200
Grandview Avonce, Des Moines, Iowa
50316; (315) 263-2842. AA/EOE.

Broadcast News: Medill School of Journalism Northwestern University seeks croftes.

States.

BULLETIN BOARD: Positions available

Northern Illinois University

MARKETING DEPT: Seeking Individual at rank of Associate or Full Professor for UARCO Endowed Professorship starting Fall 1992. Ph.D. Marketing and strong domestic sales experiential background. Person with exceptional teaching, research, and professional skills who serve as atudent and faculty mentor. Normal teaching load—8/8. Teach Principles of Seiling and Advanced Professional Seiling. Outstanding teaching expected and rewarded. Realistic research expectations for tenure. Research support available. Submit application letter, vits, and copies of all graduate transcripts by April 10, 1992 to Chair; Dept. of Marketing; College of Business; 2278 Wirtz Hall; NiU; Oaksib, IL 60115.

SPECIAL EDUCATION: (EXTENDED DEADLINE-Three Positions) SPECIAL EDUCATION: (EXTENDED DEADLINE—Three Positions)

(1) Assistant/Associate Professor, Full-time, tenure-track position, responsibilities include teaching, research, service, and advisement of students with hearing impairments. Requirements: Earned doctorate in deaf education, hearing impairment, or related field; broad range of experience in teaching of students with hearing-impairments including essessment and family interaction across broad spectrum of ages preferred. Competence in sign communication and familiarity with technology used by hearing-impaired individuals expected. University teaching experience preferred. Strong teaching and research skills to attain eventual senior memberahip on Graduate Faculty. Reply to Ms. N. Bonkowski, address below.

ply to Ms. N. Bonkowski, address below.

(2) Assistant Professor. Full-time, tenure-track position in the area of high-incidence disabilities (LD/EMH/SED). Requirements: Doctorate in Special Education or related field with preparation in consultation/collaboration; at least two years' teaching experience with exceptional children. College teaching experience preferred. Responsibilities include teaching undergraduate and graduate courses in collaboration/consultation, professional-parent interaction, and methods; teaching at sites on and off-campus; advising graduate students; conducting research, grant writing; and program, departments, college, and university service. Knowledge of and/or experience with newtechnologies in instruction is desirable. Strong teaching and research skills to altain eventual senior membership on Graduate Faculty, Reply to Dr. E. Leesen, address below.

(3) Assistant Professor. Full-time, tenure track position in the area

uity. Reply to Dr. E. Leesen, address below.

(3) Assistant Professor. Full-time, tenure track position in the area of accordary and high-incidence disabilities (LD/EMH/SED). Requirements: Doctorate in special education with an emphasis in mild handicape methods; specific interests in secondary education including transition from high school to vocational programming, employment, and/or postsecondary education; at least two years' teaching experience with exceptional children, adolescents, or adults. College teaching experience preferred. Responsibilities include teaching undergraduate and graduate courses in characteristics, postsecondary transitions, and instructional methods both on and off-campus; advising graduate students; conducting research, grant writing; and program, departmental, college, and university service. Knowledge of and/or experience with new technologies in instruction is desirable. Stong teaching and research skills to attain eventual senior membership on Graduate Faculty. Reply to Dr. Bursuck, address below.

Letter of application, current réaumé, graduate transcripts, support-

Latter of application, current réaumé, graduate transcripts, supporting documents such as reprints of publications and/or manuscripts in press, letters of support from three references by March 27, 1992. Materials should be sent to: Dept of Ed. Psy., Counseling & Spac. Ed.; College of Education; Northern Illinois University; DeKalb, IL 60115-2864. For more Information call (815) 753-8422. EE/AAE.

ENGINEERING AND APPLIED SCIENCES

Tenure-track faculty and academic professional positions at all levels authorized for '92-'93 AY. Also possibility of part- or full-time non-tenure track teaching and research openings. Contact appropriate department for information on positions switable, qualifications required, and closing deadlines: Departments of Chemical. Bio and Materials: Civil; Electrical; industrial & Management Systems; Mechanical & Aerospace Engineering; School of Agribusiness & Environmental Resources; Departments of Construction, Aeronautical Technology, Electronics & Computer Technology, Manufacturing & Industrial Technology; Hesearch Centers include Center for Advanced Research in Transportation, Center for Solid State Electronics Research, Center for Energy Systems Research felscommunications Research Center, Center for Systems Science & Engineering, Aerospace Research Center, and Center for Agribusiness Policy Studies (CAPS). ASU enrolls over 42,000 students, 6200 in Engineering and Applied Sciences, and is in the Phoenix metropolitian area. The College of Engineering and Applied Sciences are snouraged; consulting opportunities are available. EEO/ AL College of Engineering and Applied Sciences, Arizona State University, Temps, AZ 85287-5508.

An Equal Opportunity Aftirmative Action Employer

An Equal Opportunity Aftirmative Action Employer

ARIZONA STATE UNIVERSITY

Sudem advising and committee ussignments. I) Faceh undergraduate and graduate course in financial accounting and auditar course in financial accounting and auditar fronts tendership in accounting desurgancia. Students advising and commensurate automoral acceptance of sugerience. Nine-acuts patry maximum mid-340,000. See deter of acceptance and supporting material to septopoiste search, cio Vice President Acceptance and supporting material to septopoiste search, cio Vice President Acceptance and State College, Wayse, Mebraska 68787. Applications accepted until position is filled. EEO Employer,

in a spoication and supporting material supporting transfer and failure where the supporting material supporting transfer and supporting material supporting material supporting material supporting materials supporting materials supporting materials supporting materials supporting and position is filled. EEO Embers, Professorable University of Washington & Manifestrations Kermit O. Handon States and State

Hanson Professorship Search Committee, School of Business Administration DI-10, University of Washington, Seattle, Wash-ington 98195, Please send a letter of interest and curriculum vitae. The University of Washington is an Affirmative Action, Equal Opportunity Employer.

Career Services: Coordinator, Career Development/Placement, Servé as chief administrator for the service unit. Develop and implement career programming for students and alumni in the Colleges of Business and Liberal Arts and Sciences; provide placement reports and direct office public relations and recruiting program, Required: Bachelor's degree and a years.

Schenectady County Community College is an urban comprehensive community college of 2,200 FTE offering 35 degree and certificate programs as one of the 64 campuses of the State University of New York. The College is seeking applications for each of the following full-time faculty positions with appointments to begin August 31, 1992. ENGLISH: Requires a master's degree with experience in teaching college-level composition and a strong background in journalism and creative writing. Responsibilities include teaching the full range of composition and literature, journalism, and creative writing coursework, and direct-

SCHENECTADY COUNTY

COMMUNITY COLLEGE

Faculty Positions

MATHEMATICS: Requires master's degree in mathematics or mathematics education, and community college teaching experience. Ability to integrate computer-based applications into classroom instruction preferred. Responsibilities include teaching the full range of mathematics offerings, including developmental.

MUSIC: Requires a master's degree and minimum of one year's full-time teaching experience. Preferred are strengths as an active performer supporting recruitment, as a woodwind specialist with experience in ensemble development. ble development, and college teaching experience. Responsibilities in this NASM-accredited program include instruction in applied woodwinds (clarinet/saxaphone, woodwind methods, theory, aural skills, and enserm-

A commitment to the philosophy of the comprehensive community College is required, with additional graduate study and college level teaching experience desirable. Each appointment will be at the rank of instructor or assistant professor, and includes student advisement and faculty committee responsibilities. The starting salary range is \$21,000-326,000 with opportunities for summer and overload compensation, and includes the fringe benefits and other conditions of employment as defined in an agreement with the Faculty Association. Send a letter of interest and vita by March 30, 1992 to:

Coordinator of Personnel Services Schenectady County Community College 78 Washington Avenue Schenectady, New York 12305 Women and minorities are encouraged to apply SCCC is an AA/EO Employer

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TEXAS A&M UNIVERSITY Department of Educational

Human Resource Development **COLLEGE OF EDUCATION**

The Department of Educational Human Resource Development is seeking applications for an Assistant Professor for Distance Learning. The Department is a graduate research unit within the College of Education. The individual solocited will be expected to develop a strong research program, supervise graduate students, work with externally funded projects and participate within a Center for Distance Learning Research.

APPOINTMENT: This is a nine/twelve month tenure track position at the runk of Assistant Professor. To start September 1, 1992.

Qualifications: An earned doctorate is preferred but dissertation stage appli-qualifications: An earned doctorate is preferred but dissertation stage appli-cants will be accepted. Doctorate in Human Resource Development, Adult and Higher Education, industrial/Technical Education or Educational Tech-nology are preferred. Previous experience in distance learning and telecom-munication is required. Application in required:
Applications interested applicants should submit evidence of an earnest doctorate or accepted prospectus, a current vitae, official graduate transcript, evidence of experience in distance learning and telecommunication and three professional references. Closing date for applications is April 1, 1992 or until filled. Applications should be mailed to:

Dr. Lloyd Korhonen, Head Educational Human Resource Development College of Education Texas A&M University College Station, Texas 77843-3256

Texas A&M University is an Affirmative Action, Equal Opportunity Employer.

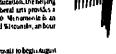
Women and Minorities are Encouraged to Apply.

Earness 72801; telephone 501-968-0490. AA/
EOE.

Business Technologies Business Technologies Department at Oragon lesilitute of Technology is currently seeking a faculty member to teach industrial managementificformation technology management and casternate year, faculty population effective September 1992. The position will teach a normal load of 12 upper division credit hours per quartar. Course loads will be divided between the areas of Industrial Management, and consignal general business service courses. Additional responsibilities include course. Additional responsibilities include course and curriculum development, autoent advisus and institutional committee service. Capticae, ideally with concentrations in information Systems and for Operations Management, and a minimum of 5 years of relevant industrial experience. A Ph. D. degret in a appropriate field along with an MBA degree of selection of the following areas is required; systems analysis, end-user computins, operations management, quantitative/decision sciences, quality assurance, or computins, operations management, quantitative/decisions from consultage, intermitional patter theworkins. Consultings, intermitional patter theworkins. Consultings, intermitional patter theworkins. Consultings, intermitional patter theworkins. Consultings, intermitional pattern development, and college level teaching acquired to provide seasons analysis, end-user computins, operations management, quantitative/decisions analysis, end-user computins, operations management, quantitative/decisions and provide quality assurance, or consultage, intermitional pattern development, and college level teaching acquired to provide leadership for a new fundities, and provide pattern of the following areas is required; systems analysis, end-user computing, operations management, quantitative/decisions and pro

UNIVERSITY OF WISCONSIN-STOUT PACULTY AND ACADEMIC STAFF POSITIONS

The University of Westers in Stock, an institution with a 100 year tradition of bruss after, its one of 13 universities in the University of Wisconsin System. A special mission school, 10%-tious of 0.5 and 1.0 and 1.5 advanced degrees. The professional program relate to carrier in industry, technology, shorter economics, teacher relatestion, the helping professions, and applied art, mathematics and science is considered acts provides a foundation for and exhautes these programs. Eurolineans is 7,000. Menomente is an anxietie, professions of the programs are central Visconsian, and our news from Mannes politics. Paul



LW-Stout seeks trifff die following positions (pending funding approvait to begin August.
1992 unless otherwise specafied. Salaries are competine, and the fringe benefits package in excellent. To apply,
send letter, a rurrent resume, and the names and current phone numbers of three professional refrectors to the
contact person numed for the publicit, when shall of this department. Unit easily of Statestin Stout, Menomonie,
19 14751, by the application deadline. For a full position description call, are a code 715-251 plus the number in

SCHOOL OF EDUCATION AND ISLINAN SERVICES

Connacting and Psychological Services

Connacting and Psychological Services

The Faculty Positions. Screening begin 4:16/92, applications accepted through 5/1/92. Teach graduate is electronized, in I guidance and counseling, child development and learning, and related fields, and it prothonaction of cognitive, psycho-motor, and connocal development, learning disabilities and neuropsychologic, clinical evaluation, and controlly evaluation and family mediation. Both supervises practic mand internables and graduative for several expected. Requirements for both positions: too torsic in counseling education, convening synthetic psychology, or clank alposthology. Candidates for the first position mustal be licensible as a school psychologic for the first position, preference given to candidates with the following 8-12 school counseling and guidance program supervision; guidant level incition runtime, and a committee and psychological for the second, and achilothy activity. For the second position, preference given to candidates with the following, reserved spots and achilothy activity. For the second position, preference given to candidates with the following, reserved spots and achilothy activity. For the second position, preference given to candidates with the following, reserved velocity of the second given work experience, graduate level instruction and a committee of a research and achilothy activity for the second position of the second and a constitution of the research and achilothy activity.

Execution

Faculty Position. Secretalize grant on £15.00, applications accepted through 4/15.00. To ach undergraduate and gardenic country in special education, recordinate and supervive special education practicume, as he special reducation majors. Requirements extend doctorate, eligibility for % accounts secondary total and moderate returnation certification; three years successful accordary level tracking experience. Preferred qualifications: emphasis in garde education, agree in social education, or additional certifications in special education. Contact Vinguia, Peter (1852).

SCHOOL OF HOME ECONOMICS

Child Development, Family Lichtg and Common by Educational Services
Two Faculty Positions. Teaching, research, and service. Screening begins on 3/15/92, applications is repeted
through 4/15/92. It child development/ratty childhood Education: Preservod, K-5, Requirements: Duthwale in
rhid-development/stayly childhood Education or related ware required, Ability to tash inhant-toddier and preschool
curriculam/mathodis courses and courses in child development inducing basish and askery, three years teaching
experience at the preschool-indergarien i reel. Ability to mai musin positive relations with on side public against
important. 3) Earth Childhood Education Preschool, K-3 Requirements: Dortorde in early childhood education
or related area required. Ability to leach indergarien-primary curriculam/methodic coerses and odnir early
childhood education courses based on child development principle; three years isoching appendict at the
kindergarien-primary I reel. Ability to maimain and develop positive relations with outside public agencies
important. For both positions, alklifts to supervise student trachers is required. Contact Judy jax (1443).

Food and histrition

Faculty Pechtion. Server inglogins on 3/15/94; applications accepted strough 4/15/91. Teach undergraduate and
graduate courses, primarily immeridentidistetics. Doctorate in food-it munitioner closely related field, or M.S. with
teaching, and clink di experience in discleties; R.D. states and A.D.A. membership required. Research and
professional service desired. Context junice Territorer (2)85).

SCHOOL OF INDUSTRY AND TECHNOLOGS

Business
Three Farniny Positions. Screening begins on 3/1/92, applications accepted through 4/1/92. Teach undergrated stee courses in (1) Accounting, Gib Business Finance, and (3) Marketing (there is an in-house candidate for the Marketing position. Business Finance and Paper of the Warketing option. Business Finance and Paper of the Warketing option. Business Finance and Paper of the Warketing of the Counting and Science (3) all candidates will need relevant teaching and Science are september 2.0 Decrease in appropriate field and (3) all candidates will need relevant teaching and Science are september 2.0 Decrease in appropriate field and (3) all candidates will need relevant teaching and Science are september 2.0 Decrease in appropriate field and (3) all candidates will need relevant teaching and Science are september 2.0 Decrease in a paper of the Science and Science

Communication, Education and Training
Three Faculty/Academic Bull Positions Screening begins on 3/30/92; applications accepted through 4/30/92.
Text undergraduate and graduate courses in Technology Education, Graphic Asia Photography, and Training and
Development. Requirements: Master's Degree (Occionate perferred in the appropriate field), relenant reaching
und/or work experience. Counted James Herr (1290).

Industrial Management
Two Faculty, Screeningbeginson 5/1/92; applications accepted through 4/1/92. Teach graduate and undergraduate courses, do research and sentect. Distriction in management, instruction to could be teaching Materials through given Lyour and Maleitenance Management. Father exigenteness could be lade teaching and houses, as Production Management. Production and Inventory Management, and Quality Management. Requirements: Strong practical, operation, industrial, or management operations; but contained by Internation in progress 35 Salety, leadth, and Loss Course humediate needs call for teaching Fire Protection, Engineeries; Secular Management, and Eres Salety management. Future assignment upon a form of the Salety management. Future assignment and discharge description and acceptance of Doctorials or projects. management. Future assignments could include teaching counts in all areas of lease out of. Required, operator, industrial, or loss count of experience; Nester's degree (Doctorus or Boch preferred). There are in house candidates for both positions. Contact Jerry W. Cooner (2359).

Facelinelogy
Four Facelity Public as, Screening begins on 3/L/92; applications accepted through 5/31/92. Teach undergraduate courses; descentistated profitciony in one and written contamination thins. 1) Architectural Enginelogy, Computer Aided Drafting, Facility Planning, Structural Systems-Wood and Streit, and Streit, and Call and Call and Call architectural coginerating, or drill engineering; minimum fire years related teaching or professional speciesco. 2) Engineering graphics; potentially, CAD. Call and Call related teaching or professional superiors. 2) Engineering graphics potentially, CAD. Call and Call related teaching on series. Requirements: appropriate Master 2 and Boctomian digrace; proven experture with 1884 and Mackmosk, Australia. Repairments appropriate Master 2 and Boctomian digrace; proven experture with 1884 and Mackmosk, Australia. Department and Engineering Call Call Repairment and Engineering and Interfecting, engineering. aum.cu., novem restoare, anticloid, CARDEY, and Alicrosoft Windows. 3) Controls and Instrumentation, including industrial Sensors and Programmable Logic Controllers; alectromechanical paterns and loterficing, engineering mechanics, solid state electronics devices and circulary; circular and network theory; microprocessors/microconcellers; unless and digital controllers alectronics and controllers; controllers, restoaling, Requirements; Matter's Degree in majneering (Ph.D. prefe med); demonstrated furniturity with CDH; applied research. 4) The technical area of packaging, Vacanty exists because of retrement. Requirements; Matter's degree and Industrial apperlenct; Doctorate to packaging or closely related section of field preferred. University level teaching experience highly destrable. Contact Thomas Baldwin (1394).

SCEOOL OF LIBERAL STUDIES

And and Design
Three Faculty Postilizes, Screening begins 3/22/92; applications accepted until 4/10/92. 1) At Efsection.
Assume leadership of E-12 undergraduate program. Supervise student seathers, teach Art Ed courses including
primary and accordary methods, pro-teaching observation and art curriculum. Other duties include student
adviscents, department computies work, and other duties engiged by their AB Drespinsel, Ph.D. preferred. Must
be E-12 certifiable and have E-12 teaching experience. Send sities of own and sudents work with application. 2)
Indoorded Design. Teach inclustrial design, design theory, presentation techniques, 3-D design and formiture
design. Requirements: M.A., M.F.A. or equivalent experience in a design field required. Send titles with
applications 3) Art Editories. Teach undergradique courses in Art III story, including survey; Research and Service.
Prefer Ph.D., ABD required.
Freer Ph.D., ABD required.
Freer Ph.D., ABD required.
Free Ph.D., ABD required.
The Assistant's Staff Positions. 1) Designer, Interior or industrial Screening begins 3/22/91; applications
accepted until 4 10/92. Teach name are which included chosen in presentation incharingers, 3-D design, and discharge
theory and fuertion or industrial design. M.F.A., M.A., preferred or equivalent experience in a design field required,
design experience preferred. Send. Alides with application 2) Substical replacement, one ensenter, fall 1992.
Screening begins 3/22/92; applications accepted until 10/1/92. Teach undergraduate course in Art History
including Period Turnishings. Prefer Ph.D. 3) and 0) Two substical replacements, one senseter, spring 1993.
Screening begins 3/25/92; applications accepted until 10/1/92. Teach undergraduate course in Art History
including Period Turnishings. Prefer Ph.D. 3) and 0) Two substical replacements, one senseter, spring 1993.
Screening begins 3/25/92; applications accepted until 10/1/92. Teach undergraduate course in Art History
including Period T SCHOOL OF LIBERAL STUDIES

Biology

Academic Staff Position. Screening begins 4/1/92; applications accepted until 5/1/91. Teach Biology: An
Environmental Approach, and Man and the Environment. ABD required, Ph.D. preferred. College traching
experience required. Teaching, research and publications preferred. Contact George Neison (2560).

Anglish and Philosophy
One Anotemic Staff Coo Packity Position. Screening begins 3/13/92; applications accepted until 4/13/92. 1)
Academic Staff, English. Teach beginning and advanced composition, M.A. required, Ph.D. preferred; nuccessful utwenty level asching preferred. 2) Faculty, Philosophy. Teachintroductory philosophy, logic, general, business, and professional editor, crisical thinking, and philosophy of religion; hudbasic course and program development. Requirement; Ph.D. and 5 years university-level teaching. Publications and professional service destroble. Conjuct Jaset Polassky (1103).

Mathematics
Pacety Pasition, Composer Science, Screening begins 4/15/92; applications accepted until 5/4/92. Teach (over and apper distion towness in conjurier actions isolating, but not limited to, each counter as Servey of Programming Languages, beta Senatures, and Software Engineering, Research and service expected. Requirements: (i)). In computer science or closely related area. Some teaching experience destruits. Cool art BiblioClutte (2682).

UF-Stoot is an equal opportunity, affertanties action employer, committed to diversity in its people and its programs. UF-Stoot especially accommisses applications from norman, params of cuber, and persons entite dambitation. The Understity is open to considering qualified afrecase for protective positions, and persons entite the accommission of the Committee o



FACULTY POSITION

Department of Mass Media

The Department of Mass Media, Marletta College, is seeking a student-oriented quality teacher with a strong commitment to education in the liberal arts. This tenure-track position is available for the academic year, 1992-1993. The Department is seeking candidates with a Ph.D. degree or ABD with completion imminent. Applicants should have teaching and research interest in at east three of the following areas: mass media and society, comparative systems of media, advertising, broadcast journalism, and radio-television writing. Responsibilities include teaching, advising, appropriate service to campus and community, and professional and scholarly ac-

Marletta College was recognized by U.S. News and World Report as this year's Number 1 Private Liberal Arts College in the Midwest and has also received much attention for its undergraduate focus on leadership. Majors in the Department elect specialties in radio-television, journalism, adventising, or public relations. The Department of Mass Media is responsible for the operation of 9,3 kilowatt and 10 watt FM stations; a cable television channel: the campus newspaper and the campus yearbook. These facilities are totally student operated and serve as excellent and modern laboratories.

The College is located in Marietta, Ohio at the confluence of the Muskingum and Ohlo Rivers, and shares the historical traditions of the first permanent settlement in the Northwest Territory.

Some preliminary interviews may take place at BEA. Applicants should submit a letter of interest, resume, names of at least three references, and any other pertinent materials no later than March 27, 1992 to: Dr. Joseph Berman, Marietta College, Marietta, OH 45750.



(A) Marietta College

NEW POSITIONS - GRADUATE PROGRAM

ASSOCIATE/FULL PROFESSORS—Granuate nursing program positions available in beautiful, sunny North Mlami, Florida at Florida International University. The School of Nursing, in a growing, vibrant statu university, is seeking trynamic faculty to take part in an innovative graduate program in psychiatric/mental health and adult/gerontological nursing.

Must have BSN/MSN and earned doctorate in nursing or related field, experience in graduate education, clinical practice and research. Eligibility for Florida nurse practitioner license desirable.

Salary and rank are competitive and will be commensurate with qualifications and experience. Closing date is April 30, 1992, Appointment is effective August, 1992, pending funding.

Please direct all applications to: Linda A. Simunek, Ph.D., Dean Florida International University School of Nursing North Miami Campus North Miami, Florida 33181

An Affirmative Action, Equal Access, Equal Opportunity Employer

Child Development/Family Relations: Assistant/Associate Professor, Department of Family and Consumer Sciences, Geografia Southern University. Tensite track positions. Mine-mouth academic contract with separation and experience. Applications and experience, 1992. Responsibilities: teach contract with separation and experience, 1992. Responsibilities: teach undergranditate and graduate courses in Child Development/Family Relations; or contract possibilities: teach undergranditate and graduate courses in Child Development/Family Relations; or community and Consumer Sciences, Qualifications: Fib. In Child Development/Family Relations; or community and Consumer Sciences, Qualifications; running and Community and Consumer Sciences, Qualifications; minimum 2 years' university teaching experience; presented in Subject matter and research buckaround in Child Development/Family Relations; minimum 2 years' university teaching experience; presented in Subject matter and research buckaround in Child Development/Family Relations; minimum 2 years' university teaching experience; presented in Subject matter and research buckaround in Child Development/Family Relations or community of the Development/Family Relations or community of the Subject matter and research buckarouns subject matter and research buckaround in Child Development/Family Relations or community of the Subject matter and research buckarouns and poken English required. Department of the Merchandion specialist degree in Geograf, Subject in written and commission by April 21 to particular to the Subject matter and research buckarouns and the subjec



SCHOOL OF NURSING FACULTY POSITION

Applications are invited for a tenure-track position in maternal/child nursing. Senior faculty with established research programs and juntor faculty with good research potential are strongly encouraged to apply. Applications from minority candidates are particularly invited.

Applications from minority candidates are particularly invited.

The faculty member appointed will be expected to perform a balanced profile of teaching in graduate and/or undergraduate programs, research and scholarly activities, and service. Ample support for research program development is provided in the School of Nursing Research Support Contur and by the University.

tor and by the University.

The University of Missouri-Columbia is a major health sciences research mitiversity. The School of Nursing and the University of Missouri Hospitals and Clinics are located on the main campus with the 15 other schools colleges of the University. The School of Nursing offers NLN accredited BSN and MS programs, Including an RN/DSN/MS program. A Ph.D. program is expected to be in place in 1993-94.

Chalification factor matters in 1993-94.

gram is expected to be in past in 1903-94.

Qualifications for the position include an earned dectorate in nursing or a related field, a master's degree in maternal/child nursing, and a record of research and scholarship or evidence of scholarly potential. Prior teaching experience in baccalaureate and graduate education is desired. Professoriil rank and salary are commensurate with qualifications.

The appointment will become effective September 1, 1992. Applicants should aubmit a letter of application, a curriculum vitae, and he names, addrosses and phone numbers of three references. Sond letters of nomination and/or application to:

Verna A. Rhodes, Ed.S., RN Chair, Search Committee University of Missouri-Columbia

An Equal Opportunity Institution



THREE TENURE TRACK **FACULTY POSITIONS**

The University of Houston-Downtown announces three tenure track lacuity positions in the Business Management and Administrative Services Department of the College of Business. The positions would begin September 1, 1992. (1) Assistant/Associate Professor of Management with interest in Purchasing/Materials Management or Entrepreneurship. (2) Assistant/Associate Professor of Markeling, Both positions require Ph.D. or D.B.A. In the appropriate field; ABDs may be considered depending on progress on dissertation. Relevant industry experience preferred. (3) Assistant Professor in Office Management/Administrative Services. This position requires a Ph.D. or Ed.D. in Business Education or a field related to office management/administrative services including background and experience in teaching skills courses including word processing. Relevant business experience preferred. Send letter of application, vita, transcripts, and the names and addresses of courses including word processing. Retevant business experience preferring. Send letter of application, vita, transcripts, and the names and addresses of three references to: Marvin L. Sults, Interim Chair, Business Management and Administrative Services, College of Business, University of Houston, Downtown, One Main Street, Houston, TX 77002. Phone (713) 221-8017. Review of applications will begin March 27, 1992, and will continue until the positions are tilled. In accordance with state law, if a person's primary language is offier than English, he/she may be required to demonstrate English language competency through a satisfactory score on the Test of Spoken English. The University of Houston-Downtown is an Equal Employment, Affirmative Action Employer.

UNIVERSITY OF CALIFORNIA, RIVERSIDE

ENGLISH

The English Department at the University of California, Riveraide is seeking a current pool of applicants for a number of full-time and part-time Lecturer positions in the teaching of Basic Writing and Freshman English. These include a full-time Lecturer to serve as Assistant Director of Basic Writing. The salary per course is \$3,393,34. The full-times annual salary is \$30,540. Initial contracts are for up to one year, with the possibility of reappointment. Further contracts may be for more than one year. Application and dossier should be sent to:

Professor George Haggerty
Chair, Committee on Writing Courses
Department of English
University of Cabinata Riverside, CA 92521-0323

Deadline for applications is April 6, 1992.

alfirmative action employer.

tion—one year appointment beginning.

September 1992. Treeft some combination of the following: Introduction to Puber Relations; Advanced Public Relations; Juroduction to Puber Relations; Advanced Public Relations; Juroduction to Mass Communication; Beginning News Writing and possibly others depending your qualifications. Ph.D. presented, M.A. and experience in higher education or communication related fields considered. Evidence of teaching effective responsible to the profession of the public special professions of the profession and scholarly potential required. Subguil by April 1, 1992, it is professional experience and scholarly potential required. Subguil by April 1, 1992, it is professional profession and scholarly potential required. Subguil by April 1, 1992, it is professional to the profession of the

COLLEGE PIT

FACULTY POSITIONS

Hilbert College is a private institution in the process of transition from a two-year liberal arts college to a baccalaureate granting institution with programs in Business Administration, Criminal Justice, English, Human Services and Legal Assistant, pending Regents approval Situated lifteen miles south of Buffalo in Western New York, the College anticipates a student population of 1,200 within three years.

BUSINESS ADMINISTRATION: Qualifications include a Ph.D. in fin ance/Economics, teaching experience at the upper division, and experience in course development and implementation. Teaching responsibilities would include courses in managerial finance, invisiments, money and banking as well as some lower division economic courses. Saleny: \$30,000-\$37,000.

Contact: Linda Bernstein, Chairperson, Business Administration Program

CRIMINAL JUSTICE: Qualifications include a Ph.D. in Criminal Jus tics, teaching experience at the upper division, and experience no course development and implementation. Teaching responsibilities would include courses in research, police management, senior would include course in research with the course in research would be accounted to the course of the Contact: Edward Qualey, Chairperson, Criminal Justice Program

HUMAN SERVICES, Chairperson: Qualifications include a Ph.D. in Human Services, Sociology, or Psychology, administrative experieurs in an academic department, teaching experience at the upper division and experience in course development and implementation. Salay \$25,000-\$30,000.

Contact: Rev. Dr. Bernard Olszewski, Associate Vice President for Academic Affairs

Faculty appointments are for a 10-month contract period. The semal teaching load is 12 crodit hours per semester. Student advisement and participation on college committees are required. The states date for all positions is August 18, 1992. All applications should be received by April 10, 1992. Phonse include a letter of application corrective and the names of three references. Hilbert College is an Equal Opportunity and Affirmative Action Employer.

Hilbert College 5200 South Park Avenue Hamburg, New York 14075-1597 Fax (716) 649-0702

ALICE LLOYD COLLEGE Pippa Passes, Kentucky

FACULTY POSITIONS AVAILABLE

English: Teach a variety of courses in a new English major and assist implementation of program; a Doctorate of English.

Speech/Drama: Teach introduction to drama and public speaking, Man Speech or Drama required, 18 graduate hours in both areas preferred. Art: Teach art appreciation, studio art, painting, art history, and art the early elementary grades and direct art gallery. MFA in Art required Education: Teach methods courses in K-12 program, supervising suded teachers and carrying, out other responsibilities related to the effectiveness of the teacher education program. Doctorate in education with experience and teacher certification or decreed. rience and teacher certification preferred.

Spanish: Teaching first and second year Spanish for college and second ary school Spanish for the June Buchanan School, and a campus laboratery school. Master's in Spanish required.

ry school Spanish for the June Buchanan school and teacher y school Spanish for the June Buchanan school and the Edwick in the bendid hills of Eastern Kentucky between Hazard and Presturaburg. Since the College's transition to four-year status in 1980, enrollment has quadrupled, the faculty has doubled, the campus has been practically rebit and a K-12 laboratory school has been established. The College conflows to add programs and majors to enhance its mission of providing a quast to add programs and majors to enhance its mission of providing a quast ty, tuition-free, liberal arts education to qualified Appalachian student ty, tuition-free, liberal arts education to qualified Appalachian students and administrators live on the campus, cat in the cafeteria, and series role models, counselors, mentors and friends to students. Interested candidates should send a letter of application, current in and the names, addresses, and phone numbers of these references to Wallace Campbell, Dean; Alice Lloyd College; Purpose Road; Typa Passes, KY 41844; 606-368-2101 x5002

Alue Hoyd College is an Equal Opportunity Employer.

candidate must demonstrate evidence of successful sexthing experience Sealey. Negotiable, depending on quadifications and experience. To ensure consideration, send with, these felters from persons familiar with professional preparation and experience, leaching eviduations, and articles or other examples of scholarship to Larry S.

Commissations journalisms Broadcasting: Journalism: One Year fixed-term renewable position beginning August, 1992 Lecturer to communication related held. Minimum requirement: M.A. Professional experience and university teaching preferred. Experience in using Malatinoth computers for classroom teaching destrable. Successful candiatre will teach undersy-duate courses in reporting, copy editing, media writing, public relazions and mass contraumacation theory. Responsibilities also in-

ing with professional preparation and experience, teaching evolutions, and articles or other examples of schalarship to Jarry S. Richardson, Chau, Department of Communication, WWU. Heliambarn, Washington 98225-9102 AA/EOB.

Communication Arisifournalism/Public Relations: Uniton University, Jackson, Tennessee, Tenure-track, rank, and salary open, beginning August, 1992. Teach journanilism, public telations, advice school newspaper, Ph. D. or Master's with professional experience. Union University is a private, tiberal arts college affinited with the Tennessee Hapital Convention Seath letter of application, resume and phone numbers of three references to Dr. Kina Mailard, Cummunication Arts Department, 1-43 By-Pass, Union University, Jackson, Tennessees 18495. Application review because of the professional experience of the professional experience of the professional experience. Union University is a private, tiberal arts college affinited with the Tennessee Hapital Convention Seath letter of application, resume and phone numbers of three references to Dr. Kina Mailard, Cummunication arts Department, 1-43 By-Pass, Union University, Jackson, Tennessees 18495. Application review because of the professional experience of the

INIVERSITY OF THE PACIFIC CONSERVATORY OF MUSIC

Applied Music - Violin

APPOINTMENT: Full-time, tenure-lack faculty position beginning fall QUALIFICATION: Master's degree required. Doctorate and successful

university reaching required.

RESPONSIBILITIES: Primary responsibilities include leaching Applied Music - Violin (Studio); coaching student string chamber ensembles. Perform with faculty string ensembles. Actively participate in student equilibrat responsibilities. RANK AND SALARY: Negotlable.

THE UNIVERSITY: An independent institution established in 1878. UOP is respected for its long standing commitment to academic excellence, diversity of academic programs and outstanding tenching faculty. Located in Stockton, California, population 250,000; 80 miles west of San

Prandsco.

CONSERVATORY OF MUSIC: Founded in 1878; recognized as preeminent among schools of music in the nation. Fully accredited by the National Association of Schools of Music since 1924. Bachelor's degrees in Priormance, Music Composition, Music History, Music Education, Husk Therapy, and Music Management/Business, Graduate degrees include Naster of Music and Master of Arts. The Masters of Arts in Teaching and the Doctor of Education in Music Education are awarded cooperated. and lie Doctor of Education in Music Education are awarded coopera-tively through the School of Education and the conservatory. Currently there are approximately 150 undergraduate and graduate music majors. The highly qualified faculty number 24 full-time and 16 part-time. APPLICATION: Applications will be reviewed beginning March 20, 1992 and will be accepted until the position is filled. Send letter of application vilse, performance tapes and names and addresses of at least four

references. Supportive materials should include transcripts of academic record and media publicity. Material will not be returned unless return postage is included. Prof. William Whitesides, Chairperson Violin Search Committee Conservatory of Music University of the Pacific 3601 Pacific Avenue Stockton, California 95211 Tel: (209) 946-2833

EEO/AA. Minority applicants are encouraged to apply.



Falician Cotlege, a co-educational liberal arts college, 10 miles from New York City, is experiencing unprecedented growth and seeks applicants with a strong mastery of discipline, a commitment to professional growth and dovelopment, excellence in teaching, and a desire to contribute to the College's interdisciplinary Core Curriculum and to the general intellectual campus climate. Ph.D. and college teaching experience preferred.

Mathematics; to teach remedial through advanced multiomatics courses. Political Science: to teach introductory and upper level courses. Competence in International and Third World Issues highly desirable.

Paychology: to teach introductory courses, as well as courses in area of

ation, and to supervise students' undergraduate re-

Submit résumé with cover letter and three reforences to: Dr. Beate Schiwek, Dean for Academic Affaire, Felician College, Lodi, N.J. 07844. AA/EOE.

COLLEGE

Dide College 2 kill time, tenure track positions available Sept. 1992 ASSISTANT PROFESSOR OF CHEMISTRY *Teach beginning and intermediate level (norganic, Organic and Stochamistry *Chiel interest and experise must be in teaching, not research

Ph.D. in Chemistry preferred MATH INSTRUCTOR *Teach Besic Math and Beginning Algebra in Developmental program Experise in Adult Learning, LO, competency-based education Masters degree preferred

DIXIE COLLEGE, Personnel Services 225 South 700 East - St. George, UT 84770 For stars information call (801)(873-1411), (act. 380).

**Obto College in a through Contractly College with an evolution of approximately 3,000 students.

ter's tequired, Ph.D. preferred, b. A sec-codary gree of teaching and research inter-tal in mass or organizational communica-tion, c. Aliant constitutional communication.

Communications / Electronics Manager, Reclinale Communications, Pennsylvania state University, Penn State University's Department of Public Information seeks a silenser of Electronic Communications to the production of video projects such a satingtion of video projects such a state of the video projects such a state of the video projects such as the project of the video projects such as the video project su

this is mass or organizational communication, chair and the commencial television appelled to the commencial television appelled to the standard experience. All applicants my the floral in the English language. Salida experience, and employment will commencial television or related field. The standard experience, and employment will communication or related field, and 4 to 3 transference, and employment will communication or related field, and 4 to 3 transference, and employment will communication or related field, and 4 to 3 transference and the position is filled. Qualiforming the position is filled. Qualiforming the position is filled. Qualiforming the commencial broadcast as an organization of the commencial broadcast as the commencial position. The commencial broadcast as the commencial position of the commencial broadcast as the commencial position. The commencial commencial transference in commercial broadcast as many public research University of over 70,000 transference in commercial broadcast as many public research University parts, the administrative hub located in the center of transference in commercial broadcast as the commencial position of the commencial transference in commercial broadcast as many public research University parts, the administrative hub located in the center of the usate. Very destrable living conditions of the usate. Very destrable living conditions of the usate o

Communications / International Develop-ment: Developmental Communications. Two year USAID funded position, Bunda College of Agriculture, Mainwi. Teach: Communication Theory, Technical Writ-ung, English; Supervise Research. Mani-

OWEN GRADUATE SCHOOL **OF MANAGEMENT**

Vanderbilt University

Faculty Position for 1992-93

The Owen School anticipates filling one position in Finance for the fall of 1992

GENERAL QUALIFICATIONS AND EDUCATION The candidates for this position must have the Ph.D. or equivalent degree and must have experience in research and teaching commensurate with the position for which application is made. Applicants for the position of Assistant Professor should anticipate completion of all requirements for the doctorate prior to the date of employment. Candidates who will have completed all degree requirements except the dissertation will be considered for the rank of instruction.

APPOINTMENT AND SALARY The appointment will begin in late August 1992. Faculty salaries are highly competitive and are determined on the basis of rank and experience. Salaries in schools of management are substantially above salaries in many other areas of the salaries in many other areas. THE OWEN SCHOOL

The Owen School is devoted exclusively to graduate management education. It offers both MBA and Ph.D. degrees. The school is small with approximately 400 students and 40 faculty. The size of the school encourages interdisciplinary research. The school provides substantial support for research and expects a high level of scholarship in research and teaching. APPLICATION DETAILS

Nancy Lea Hyer, Associate Dean Owen Graduate School of Management Vanderbilf University 401 21st Avenue South Nashville, Tennossee 37203

VANDERBILT IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

Chestnut Hill College RELIGIOUS STUDIES OPENING

Chestmit Hill College, a four-year women's liberal arts college in the Catholic tradition, was founded in 1924 by the Sisters of St. Joseph. It is located in the suburban Chestmit Hill area of Philadelphia. Although the traditional division admits women only, the graduate and continuing education divisions are coeducational.

Chestaut Hill College invites applications for an assistant/associate tenure track position in Religious Studies and Chair of the Religious Studies Department. A commitment to the education of the contemporary woman, to multi-cultural diversity, and to a college in the Catholic tradition is necessary in any applicant, Farned Ph.D. or D.Min. (spiritual direction) required. Preferred areas of specialization include historical theology and/or applied spirituality. College teaching experience or equivalent is required. Applicants are expected to teach in both the graduate and undergraduate programs.

Duties as Chair include the coordination of the graduate holistic spirituality program. Some administrative experience is preferred. Applicants are asked to send an introductory letter, curriculum vitae, and three letters

Office of the Academic Dean Religious Studies Scarch Chestnut Hill College Philadelphia, PA 19118-2695

All materials are to be postmarked no later than March 27, 1992. Late oplications will continue to be reviewed until the position is filled.

HEAD, DEPARTMENT OF ART

#1-01-8002 POSITION: Provide leadership for a dynamic, six-person department offering B.A. and M.A. Administrative duties: curriculum planning, budget, student advising, and overall management of art facilities, personnel, and programs. Head will also teach ceramics, other courses as appropriate. Ninemonth appointment begins August 27, 1992. Rank: associate professor or professor. Competitive salary and benefits.

professor or professor. Competitive salary and benefits.

QUALIFICATIONS: Required: M.F.A.; report of greative work, college-level teaching experience appropriate to senior rank and tenure; demonstrated successful administrative experience (or strong potential). Proferred: Experience in public schools; background in art history.

APPLICATION: Send letter of application, vita, names, addresses, and telephone numbers of four references, acples of transcripts, twenty slides of creative work, twenty of student work (slides will be returned) to John P. Frazee, Adams State College, Alemosa, CO 81102; (719) 589-7771. Deadline: April 3, 1892. Applications received after deadline may not receive full consideration.

An Allimetive Action/Equal Opportunity Employer.

ASC is particularly interested in applications

mum MA in relevant fields and developing country experience, Africa preferred. Send résume to: John Hatch, Academy for Educational Development. 1255 23rd Street. N. W., Washington, D. C. 20037. EOE/bl/FiH/V. Firty.

Communications / Radior Communications Instructor — Reporter/Producer. Teaches radio production and news writing at University of Idaho (50%) and gathers, writes and produces news stories and features for Northwest Public Radio at Washington Siate University, a network of 4 stations and 10 translators serving castern Washineston, acordern Idaho and contensitem Oreston (50%). Based in Mascow, Idaho and Pullman, Washington offices. Must be able to work independently, Qualifications: I year's professional radio reporting and a Bachelor's degree. MA sador teaching experience preferred. \$25,000.25,000 depending on experience preferred. \$25,000.25,000 depending on experience preferred.

community services Coordinator recognition to approximate the organization, fiscal management and administration of a comprehensive community service program including student interns and student group advisement. USC is a COOL HUBS and Ghrafic Canapus, Manter's degree in Student Personnel, Higher Education, Social Work or related field, Knowledge und/or experience in advising student organizations, budgeting grant writing, marketing, rubble relations, and student development theory, Solary, 22, 996 ansually with all state benefits. Letter of application, resume, and three professional feiters of reference forwarded by April 3, 1992, to: Community Service Screening Committee, Department of Sindent Life, RHUU, University of South

DONA ANA

A Branch of New Messon State University

The newly created division of Allied Health and Public Service requires an energetic program builder to assume responsibility for current curriculum areas of Radiologic Technology, EMS-Paramedic, Nursing Assistant, Respiratory Care, In-Home Child Care and Fire Science and develop proposed curricula in Physical Therapist Assistant, Homemaker/Home Health Aide, Medical Assistant, and Occupational Therapist Assistant.

Qualifications for Division Head (Assistant or Associate Professor or Professor): Master's Degree in Health, Education, Administration, or related field: three to five years experience in a field directly related to the division; three to five years post-secondary teaching experience preferred. Position is tenure track. Effective June 1, 1992 (sooner if possible.) Salary range \$35,800 \$43,000 for 12 months. Benefits include group medical, hospital, and dental insurance, group life insurance and state educational retirement.

Doña Ana Branch Community College, a branch of New Mexico State University, is located in one of the fastest growing areas of the country. The opportunity to work in a caring, student-centered institution dedicated to teaching and learning is enhanced by year-round sunshine, friendly people and low taxes. Over 3,000 students are enrolled in vocational/technical and developmental courses leading to associate in applied science degrees and certificates.

Send letter of application, resume, references and transcripts by April 1, 1992 to:

> Donaciano E. Gonzalez, Provost Doña Ana Branch Community College P.O. Box 30001, Dept. 3DA Las Cruces, New Mexico 88003

DARCCINISU IS AN HEO/AA EMPLOYER

CASTLETON STATE COLLEGE Asian History

Tenure-track position beginning August 1992 in Department of History, Geography, Economics and Politics at small, primarily undergraduate, liberal arts atte college: to leach the Introductory World Civilizations courses and both Introductory and upper-level Asian history courses. East Asia (China, Korea, Japan, Vietnam) strongly preferred. Ph.D. and strong interest in teaching required: ABD considered; teaching experience preferred. Salary and rank dependent on qualifications and experience. Review of applications will begin on April 50, 1992 and will continue until position is filled. Send letter of application, copy of transcripts, resumé, and names, addresses and telephone numbers of three references to Dr. Joseph T. Mark, Academic Dean, Castleton State College, Castleton, Vermont 05735. Castleton State College Is an AA/EOE.

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Carolina, Columbia, South Carolina 29208; telephone (2003) 771-5720; Fox (2003) 777-7396. The USC is an AA/EEOC.

Composition: Tenure-atteam position at the satisfant professor level (3 a freshman composition department with a large faculty from diverse disciplines which teaches with a content-based curricultum. We seek teacher-acholar with knowledge of writing theory and/or experience and laterist in the teaching of writing in an interdistingly conject, PLD, needed Publica. Composition: Tenure-stream position at the assistant großessor level in a freshman composition department with a large faculty from diverse disciplines which teaches writing with a content-based curriculum. We seek teacher-scholar with knowledge of writing theory and/or experience and interwriting theory analytic specific an interdisciplinary context, Ph.D. required, Publications desirable. Soul letter of application and curriculum vitue to Professor Joseleyne Slade-Tien, Chairpesson, Department of American Thought and Larguage, College of Arts and Letters, Michigan State University, East Lansing, Michigan 4824-1633 before Friday March 20, 1992. EOE.

Computer Electronics: College instructor in Computer Electronics, Design college level syllabl, and teach Computer Electronics and Robotic Technology, Instruction includes bosic DC and AC electronics, disignal electronics, anicrocomputer internal structure, robotic systems, Grade papers, Advise students on academic problems, Need Master of Science or equivalent in Electrical Engineering, Need Sour years' experience as College Instructor in Computer Electronics. 46 approximately at Teach Employment Commission, Houston, Teach or, seed ristumic to Teach Employment Commission, Houston, Teach of the Computer Electronics of the Computer Electronics of the Employment Commission, Houston, Teach of the Employment Commission, FEC Building, Austin, Teach 18718. So Order 453-99-86. Advertisement paid by an Equal Employment Opportunity Employer.





Chairperson **Department of Physical Education**

Description: The Chairperson of the Department of Physical Education and Athletics leads the department in the development, administration, and evaluation of department programs, facilities and personnel. The Chairperson make recommendations regarding physical education affairs to the Dean of the School of Education and recommendations concerning athletic affairs to the Vice Chancellor of Academic Affairs. The department offers majors in three professional programs, a service program, and len varsity sports for men and nate varsity sports for women.

and Athletics

- Qualifications:
- ductorate in Physical Education or a related field
 knowledge of physical education, athletics, teacher preparation and
- Intervieoge in physical education, arrietics, text for preparation and coarding demonstrated bearkership, interpersonal, and managerial skills within the University and externally on behalf of the University of external of the Oniversity of external of the Oniversity of the Confection of the Oniversity of the Confection of the Oniversity of the On

Salary Competitive.

Terms of Appointment: Tenure on appointment, rank of Associate or Full

Beginning Date: September 1, 1992. To Apply: Letter of application, résumé, three current letters of recommendation and undergraduale and graduate transcripts.

Dr. Mel Lewis, Chairperson Search and Screen Committee McPhee Physical Education Center University of Wisconsin-Eau Claire Eau Claire, Wisconsin 54702-4004

Application Deadline: April 17, 1992.

Under a Wisconsin court-approved settlement of litigation involving search records, the University is obliged to release a broad list of all nominees and applicants without differentiating the category of those nominees and appli-

The University of Wisconsin-Eau Claire is an Equal Opportunity, Affirmative Action Employer.

Mathematics Faculty College of Science and Technology

Applications are invited for a tenure-track position in Mathernatics, effective Full 1992. All specialties are encouraged to apply, with some preference given to those candidates with training or experience in statistical modeling or stochastical processes. Salary and position are open. The primary resonsibility of the position is teaching, with the possibility the position will evolve into a joint tenching/research position with research institutes on the CCSU campus. Candidates should have a Ph.D. in Mathematics or Statistics by the starting date of their contract. Applicants should send a letter of application, curriculum vita, academic transcripts, and three letters of reference to: Dr. Roy S. Elizey, Division of Computer Science and Mathematics, Corpus Christi State University, 6300 Ocean Drive, Corpus Christi, TX 78412. Applications should be received by April 15th; applications received after that date will be considered until the position is filled.

Corpus Christi State University A Campus of The Texas A&M University System CCSU is un Equal Opportunity, Affirmative Action Employer

Computer Science: The University of Southern Mississippi invites applications and nondinations for a tenure track rostition in scientific computing to begin in August of 1992. Qualifications include evidence of ability to conduct scholarly research, obtain external research funding, and it teach doctoral computing. The successful application, who should have an earned doctorate in computer science, mathematics, or physics, will be appointed to the faculty in which his/her doctorate was carned and will be domicified at the Stenaris Space Center where be/she should be capable of interacting with the agencies in such fields as occamparable modeling, remote sealing, pattern recognition, or detection and processing of underwater acoustic signals. An aerdicatine will consider of a being of an adjacent research park and are dedicated to surjectly accessed.

position la filled. AAEDR.

Computer Science: The Computer Science Department of the University of Alabama in Humaville (UAH) Invites applications of the University of Alabama in Humaville (UAH) Invites applications of the Assistant Professor evel. A Ph. D. in Computer science including artificial intelligence, discrete mathematics, numerical tools, etc. Familiarity with As400. \$19,000-325,0009 month continued. Deadling of the Continued and applicants should have a demonstrated ability to do research. The UAH is located in one of the country's most rapidly expended in

Computer Science Instructor / Assistant Professor, M. S. or Ph.D., to teach courses in computer science including artificial intelligence, discrete mathematics, numerical methods, etc. Familiarity with A\$400; \$19.00-\$215,0009 month contract. Dead-line March 30, 1992, starting August 28, 1992. Sond application, resumd, transcript and three references to: Chairman, Division of Science and Mathematics, Rust College, Holly Springs, Misslasippi 18635.

DEPARTMENT CHAIR

Educational Leadership and Policy Studies

The faculty of the Department of Educational Leadership and Policy Studies in the College of Education at The University of Oklahoma is seeking a dynamic, energetic leader to serve as chair. The Department includes 20 full-time positions. A unique opportunity exists in this department to define increased inections in Educational Leadership white strengthening an already firm commitment to scholarly productivity Educational programs include emphases in Educational Administration, Currioulum, and Supervision: Adult and Higher Education and Educational Foundations. Degrees offered at the master's and doctoral levels.

Position: Department Chair, Associate/Full Professor, tenura track, twelve-Required Qualifications

- Earned doctorate with specialization in the ereals) of Educational Administration, Curriculum, and Supervision and/or Adult and Higher Education.
 Echolarly productivity, teaching, and service deserving of tenure at the rank of associate or full professor.
 Experience in advising graduate students and supervising doctoral desertations.
- Expenence in working collaboratively with faculty, students, practitioners, and
- organizationa.

 Administrativa experience. Desirable Qualifications
- Successful great writing experience.
 Experience with ecademic program development at the graduate level.

Experience with academic program averagment at the graduate level. SALARY: 12 month. Competitive, commensurate with training and previous experience. The University has an excellent fringe benefit program. ANTIGIPATED BEGINNING DATE: August, 1992. APP-LIGATION DEADLINE; Initial screening will begin April 1, 1982, and remain open until the position is filled. APP-LIGATIONS must include a curriculum vitae and the names, addresses and telephone numbers of fire references. Please said applications to: Chair of Search Committee (ELPS), College of Education. The University of Oklahoma, 820 Van Viset Ovel, Norman, OK 73018-0280.

The University of Oldehoma is an Equal Opportunity, Affirmative Action Employer. Women end/or minority candidates are strongly encouraged to apply.

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DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

ART FACULTY OPENING Eastfield College, Dallas, Texas

Eastfleid College, part of the seven-college Dalias County Community College District, is seeking an experienced educator and artist for an art instructor position. Eastfleid, sometimes known as the "Education Village" because of its unique architecture, continually assesses the educational and cultural needs of students and the community in order to provide the fineat in educational services. The campus is located in Mesquite, an eastern suburb of Dalias, TX, and has an enrollment of over 9,000 credit and 2,00 non-credit students.

Responsibilities include teaching three studio art classes, to include drawing and design, and one seminar per semester; and performing academic advisement for students. Requirements Master of fine Arts degree with a major in art, or a master's degree with 18 graduate hours in art three years of teaching experience, and must be a currently practicing visual artist.

For Applications Please send a résumé to Ms. Kate Kelley, Personnet Coordinator, Eastfield College, 3737 Motley Dr., Mesquite, TX 75 150-2099. A DCCCD application form will be sent to applicants for completion and return. All application materials must be in the Personnet Office by the deadline of April 3, 1992.

EEO/D/AA Employer

SPOKANE COMMUNITY COLLEGE is accepting applications for a tenure track **INSTRUCTOR IN** ADMINISTRATION OF JUSTICE

To teach assigned courses in the Law Enforcement Program areas including teaching a wide variety of law enforcement subjects, both technical and applied. May also be required to instruct physical education classes, provide individual counseling when necessary and act as club advisor from time to time.

time to time.

Per further information including minimum qualifications, duties, responsibilities and application procedures, contact Community Colleges of Spokane. Human Resources Office, 2000 N. Greene Street, Spokane, WA 99207. Phone: (509) 533-7429. Deadline for applications is April 6, 1992.



research design, identifying appropriate statistical solutions and interpreting results of statistical analysis. Minimum qualifications: Bachlor's Degree and two years' computer and statistical supportions experience. Must have large sexie mainframe and microcomputer experience. Knowledge of mainframe and microcomputer experience. Knowledge of mainframe and microcomputing operating systems, SPSS, BITNET, WPS, and other applications of the statistical support of the proposal systems, SPSS, BITNET, WPS, and other applications of the statistic support of the proposal systems, SPSS, BITNET, WPS, and other applications of the statistic support of the proposal systems, SPSS, BITNET, WPS, and other applications of the statistic support of the District of the Texas Ramployment Commission, Bryland Control of the statistic support of the District of the Texas Ramployment Commission, Bryland Statistics of the Statistical support of the District of the Statistical support of the District of the Statistics of the Stat



Assistant/Associate Professor **Higher Education Administration**

The School of Education and Human Development imites applications for an assistant/associate professor in Higher Education. This non-tenured position has a three-year renew able contract. Starting date is September, 1992.

Responsibilities include teaching courses in higher education administration at the main campus in Washington, DC and at off-campus sites. Additional responsibilities include advising graduate students, chairing dissertations, carrying out administrative responsibilities needed to develop the higher education administration program marketing prono-

Experience and expertise in higher education administration required; Doctoral degree preferred.

Applications will be accepted through March 31. Application nuterials, including curriculum vita and names and addreses of three references should be sent to

> Dr. Reynolds Ferrante. Chair, Search Committee School of Education and Human Development The George Washington University Funger Hall #506D Washington, DC: 20052

CHAIRPERSON **Early Childhood Education**

College of Education TOWSON STATE UNIVERSITY

The Department of Early Childhood Education is seeking qualited applican for the position of Department Chairperson. An earned doctorate, experience in early childhood education, an establish record of scholarship and excellence in teaching are required. College lad administrative experience for directing a department of nine full-time faculty essential. This is a tenure-track position with a six-hour teaching load passementer. Solary and rank are negotiable.

Candidates should send a letter of application including areas of teaching expertise, curriculum vitne, three current letters of recommendation, and sample of scholarly work to:

Dr. Joan I tildebrand Enrly Childhood Education Department College of Education Towson State University Towson, Maryland 21204

The application and closing date is April 15, 1992. Towson State University is a liberal arts based, comprehensive university enrolling 15,000 undergraduate and master's degree students. It is located a 326 acre compus in the northern suburbs of Baltimore.

An Equal Opportunity, Affirmative Action Employer

with qualifications and experience. Please send letter of application, resume and the names of three references to. George Klingker, Associate Dean, Division of Continuing Education. 116 International Center. The University of Iowa, Iowa City, Iowa 32242. Applications accepted until the nosillon is filled. Screening begins March 16, 1992. An Affirmative Action, Equal Opportunity Employer. Women and members of minority groups are encouraged to apply.

Counseling: Assistant Director. Clinical Scretces (starting July/August, 1992). Dattles involve management and administration of clinical services provided by large, multi-disciplinary scaff including psychologists, psychiatrists, and social workers, with large cadre uf multi-disciplinary trainees, Will have responsibility for recruitings.

Counseling: Assistant Director, Clinical Services (starting July/August, 1992). Dat-lies involve management and administra-tion of clinical services provided by large, multi-disciplinary staff including psycholo-sists, psychiatrisis, and social workers, with large cadre of multi-disciplinary train-ess, Will have responsibility for recruiting with large cader of multi-disciplinary trainees. Will have responsibility for recruiting
and training large group of temporary counseling staff. Will be expected to give visionary leadership to area which will be undergroup similicant changes to continue enecting evolving mental health needs of college
students. Along with Director and secund
Avsistant Director, incumbent will provide
overall administrative leadership for center
as a whole. Preferred qualifications: welldeveloped clinical shills and sensitivities,
with broad experience in easesment and
intervention methods; "organizational
mindedness" with special sensitivity to organizational change processes; experience
in designing, implementating, and evaluating
treatment regimens or organizations, schooledge of and experience with models of
time-limited therapies, ability to establish
effective quality control measures; strong
skills in personnel umangement and clinical
supervision, ability to envision, articulate
and advocate for evulvans mental health
needs of college students; kensitivity to
onesso of college students; kensitivity
to multi-disciplinary treatment teams; familiarity with training needs and requirements of multi-disciplinary staff and trainces; and experience in working with
complex management information 353tems.

Counseling Counseling Center Direct.
Applications are invited for the peritied.
Applications are invited for the peritied.
Director of the Counseling Center, superior will do counseling the counseling the counseling and center attainment of the counseling and teach one ready employs one full-time and two serventies of the counselors serving the translate employs one full-time and two serventies of the counselors serving the translate employs one full-time and two serventies of the counselors serving the translate employs the case of instruction. Required with the language of instruction. Required with the language of instruction. Required with the language of instruction. Required the case of the counselors are reported. The counter of the case of the

Antoch University invites numinations and applications for two faculty posi-tions in its graduate programs in the School for Adult and Experiential Learning (SAEL).

1. Management: Faculty member to teach in innovative weekend M.A. program in Management. Some teaching responsibilities in adult B.A. program as well. Ph.D. required, proferably in one of the following fields: organizational behavior, economics, business pullcy, operations, or a closely related area. Contact Dr. Stephen Brzezinski, Director of the Graduate Management Program, Search Committee Chair.

Management Program, Search Committee Coair.

2. Conflict Management: Faculty member to direct new M.A. program in Conflict Management. The program will deal with theory and practice across a brad range of applications and will combine both external and restdential components. The program will begin Spring 1993. Significant at adentic and practitioner experience in some area of conflict management and ductorate in appropriate field required. Contact Dr. Shierry Weber Nicholsen, Director of the Individualized Master of Arts Program, Search Committee Chair.

of the individualized Masier of Aris Program, Search Committee Chair.

Antioch University is known for its tradition of educational innovation. SAEL is located on the Antioch Campus in Yellow Springs, Ohio and serves 500 students through an undergraduate weekend college for adults, a graduate weekend program in management, and an individualized external degree M.A. program with 220 students in the United States and abroad. In addition to SAEL and Antioch College on the Yellow Springs campus, Antioch University includes Antioch Southern California, Antioch New England Graduate School, and Antioch Seattle.

Thirty minutes from Dayton and an hour from Cincinnati and Columbus, the village of Yellow Springs attracts creative individuals who are socially concerned and vitally involved in the life of the community.

remed and vising involved in the the of the community.

The Search Committees will begin reviewing applications as received and will continue to review them until the positions have been filled. The positions are full-time, with twelve-month contracts, and are available July 1, 1992. Applications should include a personal statement of interest and qualifications, along with a complete resume and the names, arkitesses, and telephone numbers of four references. Send nominations and applications to the appropriate search committee chair at opriate search committee chair at

Antioch College 800 Livermore Street Yellow Springs, OH 45387

Antioch University is an affirmative action, equal opportunity employer. Applications from women and minorities are encouraged.

University Of Florida, College of Education

Departments of Instruction and Curriculum, and Special Education

Two Assistant Professor tenure-track positions in a collaborative Early Childhood/Early Childhood Special Education program. The program is a new specialization in the College of Education's nationally recognized PROTEACH teacher education curriculum. Each position's rostered in its respective department. These positions involve teaching undergradunate and graduate courses, supervision, research, and service. Salary is competitive. Requirements for both positions include tal doctoral degree in an appropriate discipling, (b) professional experience with young children, and (c) evidence of potential for significant scholarly accomplishment. Preference will be given to candidates with experience in university teaching and supervision, and proposal writing. Applicants must be committed to intendisciplinary collaboration in the education of early childhood professionals and a full inclusion model of service delivery.

Early Childhood: Candidates for this position should have training and experience in working with kindergarten and primary-aged children, and experise in several curricular areas (e.g., mathematics, social studies, etc.). Applications should be sent to Dr. Linda Lumme, 258 Norman Hall, University of Florida, Guinesville, FL 32611-2053.

Early Childhood Special Education: Candidates must have training and experience in working with children with disabilities, preferably severe disabilities, and their families. Applications should be sent to Dr. William Reld, G-315 Norman Hall, University of Florida, Gainesville, FL 32611-383

Place submit a letter of application, a curriculum vitae, three letters of reference, and reprints of two recent papers. Letters of application must be received by March 31, 1992.

The University of Florida is an Equal Opportunity.

Affirmative Action employer.

Collège invites applications for the Director of Studem Counseling Center. The Center will provide individual and group countering for a student population of 2,400. The position will include some training functions related to resident life staff and other para-professional student groups. Qualifications include a doctoral degree in counseling or citaient psychology, several year, experience in counseling, license elliphity in Kenter, and evidence of administrative stills. Internships or experience in college setting desired. Salary competitive and full benefits package, interested applicant should send a résumé and three letters of reference no ister than April 1, 1992 by Fred W. Rhodes, Ed.D., Vice President fellamine Collèges, Ed.D., vice President Relamine Collèges, 2001 Newburg Road.

Coancing Psychology: Counseling Center for the Counseling Center at the Counseling Center at the Courseling Center at the Counseling Center of Cen

North Carolina 28223. To receive full consideration, applications must be received by April 30, 1992 atthough applications will be accepted until the position is filled. UNC Charlotte is an Affirmative Action. Equal Opportunity Employer.

Counseling/School Psychology: Counselor Training/School Psychology. Counseling Psychology Department, femure track position, Assistant/Associate Professor, September 1, 1992. Requirements: Earned Doctorate in Counseling Psychology of School Psychology ipreferably from APA or NASP-approved programy, strong record of scholarly research and publication; ability to teach Counselor Training or School Psychology at the graduate level.

Counselor Education: The University of Florida Department of Counselor Education invites applications for an assistant professor level faculty position to bean Fall 1992. An earned doctorate is required. Byldence of scholarly publication; effective teaching, unpervision, and professional experience; and demonstrated professional involvements are desirable, Atlainment of or cligability for licensure in Florida as a Mental Health Counselor is essential. Primary professional experiences for the gosition is in Counselor in Community Settings. Responsibilities will include teaching la a CACREP core area, research, service, supervision of students' field expe-

UNIVERSITY OF SOUTHERN CALIFORNIA Department of Nursing

ASSISTANT CHAIR FOR ADMINISTRATION

The Department of Nursing Invites nominations and expressions of Interest for the position of Assistant Chair for Administration. Candidates for this position will have demonstrated administrative expertise, scholarship, and interpersonal skills essential for dynamic leadership. The Assistant Chair assists in academic and student affairs, supports faculty in the development of new programs, participates in recruitment and hiring of faculty, prepares annual reports, assists in designated areas of the budget and teaches assigned nursing

Candidates should have an earned doctorate; a Master's degree in Nursing, if doctorate is not in nursing; experience in academic administration; undergraduate and graduate teaching and curriculum experience; and demonstrated commitment to research and scholarly endeavors

USC is one of the netion's leading centers of leaching and research and is the oldest independent research university in the West. Nominations and expressions of interest will be received until June 15, 1992

> Julena M. Lind, RN, MN Interim Chair
> Department of Nursing
> University of Southern California
> 320 W. 15th Street, Leavey Hai
> Los Angeles, CA 90015

USC is an equal opportunity, affirmative action employer.





ASSISTANT/ASSOCIATE PROFESSOR Science Education

Full-time, tenure-track position in the College of Education and affiliated with the College of Science, Engineering & Technology to teach courses in mathematics and/or science and education at the undergraduate and gradate levels. Participate and assist in current science education projects and activities associated with the Consortium for international Earth Science Information Network (ClESIN). Ph.D. In science, mathematics, or science education and minimum of three years of K-12 teaching experience required. College level teaching experience preferred. Salary negotiable.

ASSISTANT/ASSOCIATE PROFESSOR **Teacher Education**

Full-time, tenure-track position to teach courses in undergraduate elementary and/or secondary education methods, supervise student teachers, and teach graduate level course in foundations of education. Ph.D. preferred, ABD required for consideration, Minimum of three years K-12 teaching experience required. Salary negotiable. For full consideration, send letter of application, curriculum vitae, and three recent letters of recommendation by April 3, 1992 to Larry Fitzpatrick. Director of Personnel, Saginaw Valley State University, University Center, MI 48710. AA/EOE.

Women and minorities are strongly encouraged to apply.

EDUCATION

Tenure track position beginning August 1982. Ph.D. or Ed.D. in ele-mentary education and/or reading. Three years' teaching experience in

 Supervision of field experiences & student teaching
 Teaching Education Psychology & Reading courses on graduate and undergraduate levels Send: letter of interest, résumé, transcripts, names, addresses. & phone numbers of thres current references to:

Or. Carol P. Ramasy Department of Education Lake Erie College Painesville, Ohio 44077

Consideration of applications will begin March 25 and continue until the position is filled.

Affirmative Action, Equal Opportunity Employer

Counselor Education Assistant/Associate Professor, tenure track, to teach school and community counseling in established Muster's program. Dutles may include introduction, Mufticultural, Developmental, Marniasel Family, and Practica. Barned doctorate in Counselor Education or Counselor Education O

 ${f T}$ he most extensive listing anywhere of jobs available in higher education —

every week in The Chronicle.

JOHN JAY COLLEGE OF CRIMINAL JUSTICE

The City University of New York Announces (9) faculty positions for September, 1992

(Subject to Financial Ability)

John Jay College of Criminal Justice is a liberal arts college with a specialized initistion in criminal justice, public service and fire scence. In these areas, it offers the Associate Degree, the Bachelor of Arts and the Bachelor of Science degrees. The Master's degree programs are in criminal justice, forensic science, public administration and fire protection management. In addition, through The Graduate School and University Center, a Ph.D. in criminal justice is offered.

The College seeks applicants with a demonstrated record of prior teaching and schidarship who may participate in both graduate and undergraduate education. Decrotate required unless otherwise addicated. Limitation of five one year appointments at rank of histractor.

Department of African-American Studies Assistant Professor

Ph.D. in Sociology with a specialization in the African-American experience required. African-American history, social movements, and race relations are the preferred areas.

Department of Art, Music and Philosophy Assistant Professor

degree in music required.

Ethnic music specialist. To teach history of rock and jazz, with capability in world musics, general survey, introductory theory for non-import. Terminal

Department of English Assistant Professor

Specialist in professional writing and communication theory to teach and develop upper level writing courses. Experience teaching with computers highly desirable. Ph. D. or equivalent.

Department of Government Assistant Professor/Instructor To reach courses in urban politics, state and local government, New York City politics, and supervising internships in New York City government

Department of Law, Police Science and Criminal Justice Administration Assistant Professor

Applicants should have specialization in criminal law, criminal procedure and evidence. Experience in practicing law related to these subjects strongly preferred. J.D. preferred.

Librarian Assistant Professor/Instructor

Two years' experience in legal and scientific reference and bibliographic instruc-tion essential. ALA accredited MLS, 35/hr week, including some evening and weekend hours.

Department of Mathematics Assistant Professor/Instructor/Lecturer

Preferred areas include computer science, numerical analysis or operations

Department of Public Manageme Fire Science Division Assistant Professor/Instructor

Preferred candidates will possess a doctoral degree in fire science, public administration, protection engineering or a related field, along with management technical, and/or policy making experience with fire service organizations. ABD candidates and candidates with Master's degree and exceptional technical qualifications are encouraged to apply.

Department of Puerto Rican Studies Assistant Professor/Instructor

Preferred areas of expertise factude Prierto Rican/Hispanic communities, the experience of racism and discrimination of majorities in American Society; along with expertise in one or more of the following areas: anthropology, criminal justice, government, history, literature, political science, and sociolo-

Salary for all positions is commemorate with qualifications and experience. Applicants should send a letter of application, curriculum vitae and the names of three references to Dr. Basil Wilson, Vice President for Academic Affairs, John Jay College of Criminal Justice, 899 Tenth Avenue, New York, NY 100305

Deadline: April 30, 1992.

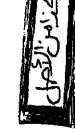
John Jay College of Crimural Justice is an EEO/AA Employer.

seling from regionally accredited institution required. NCC and School Certification preferred. Strong ABD considered but retention dependent upon dectorate. Summer teaching available, Screening begins Arrill 5, 1952 and continues until position in filled. Starting date July or August, 1992. Send application letter, résumé, transcripts, and three setters of reference to Dr. Charles Weiner, Chair, Henderson State University, Box 7314, 1100 Henderson Street, Arkodelphia, Arkona 71999-601, Incomplete applications not guaranteed fulli consideration. Henderson State University is an equal opportunity, affirmative action employer. quired by the 1986 Immigration Act, april-cants should be prepared to present accept-able documentation showing their identity and their U.S. clitaquatip or allen status authorizing work in the U.S. Coppin State College is an Affirmative Action, Equal Opportunity Employer.

Send explication letter, résumé, trascrires, and three stuters of reference to Dr. Cherles Weiner. Cheir. Henderson State University Box 7314, 1100 Henderson Street, Arkindelphia, Arkona 1799-8001, incompiere applications not guaranteed fail consideration. Henderson State University is an equal opportunity, affirmative action employer.

Criminal justice : Faculty position. Compin State College seeks to file nuil-dime tenure state College seeks to file nuil-dime tenure fract possition for an Avisitant or Associate track position for an Avisitant position for an Avisitant position for Associate track

of demonstrated ability as a researcher scholar, and ability to compele successful scholar, and ability to compele successful for arenta are destrable. Responsibilities include teachia undergraduate and aradiate courses; advising undergraduates oursulus majors is criminal justice; and directing graduate sudents' sominar papers and thoses. Additionally, the successful candidate is expected to serve on college committees and to ensage in community-service activities. Salary and tank will be commonsurate with scademic qualifications and experience. Each applicant should submit a better of interest; a current curificultum vitae: samples of scholarly writing (if available); and three recent letters of reference from individuals in the profession to: Dr. T. J. Bryan, Dean, The Division of Arts and Sciences, Coopins State College, Baltimore, Maryland 2:216-1698. All application majorials and letters of reference must be received by April 15, 1992. An Historically Black College, Coopin State College is a tiberal arts institution located in Baltimore's central city. The College offers bachelor's degrees in the arts and sciences, teacher education, and marsing as well as master's degrees in craminal justice, rehabilitation counseliar, apecial odescation, and adult and general education. As re-



English (ESOL) **Teaching Assistant** Re-Advertised

Del Mar College is a two-year community college located in Corpus Christi, Texas. The campus has approximately 10,000 academic and a total of 25,000 students each year including those in occupational and continuing education programs. Corpus Christi is located on the Coastal Bend of South Texas and has a population of 273.000.

Minimum Qualifications: Bachelor's degree, teaching experience in ESOL or related field. One year experience in an ESOL writing lab or one year teaching experience. Knowledge of current teaching methods. Ability to supervise student workers and lab assistants and to provide a stimulating teaching environment. Effective communication skills.

Position No: 12-9105F Minimum Salary: \$2,653 per month plus benefits, 9 months,

Position Location: English, Philosophy and Reading Department - East Compus

Status: Full-time Closing Date: March 23, 1992 - at 5:00 p.m. Del Mar College will be closed for Spring Break from March 16

to March 20, 1992. Submit resume, along with unofficial transcripts by the closing date listed above to the Office of Human Resources, Del Mar College, Heldenfels Administration Building, Room 137, 101 Baldwin, Corpus Christi, TX 78404-3897, (512) 886-1134. Finalists will be required to complete an employment application. Dei Mar College reserves the right to extend search or not offer

> Proof of work eligibility must be verified for successful candidate(s). Equal Opportunity/ Affirmative Action Employer Minorities, disabled individuals, and women are encouraged to apply.





Visiting Assistant Professor in the Historical and Comparative Study of Religion

Harvard Divimity School announces a three-year, mon-renewable Austrant Professorship in the Historical and Comparative Study of Religion to begin to the Full of 1992. The candidate should have a specialization to one of the religious tradutoms of the world, ancient or modern, other than Christonians and should be forwardly transed in the historical and comparative study of religion. The candidate should also be able to relate the work of his or her specialization to the other-logical concerns of students studying for ske M.T.S. and M.D.W. degrees. The candidate will be expected to teach broadly-based courses in the comparative study of religion as well as courses in the specialization and will serve as faculty advisor for students in the master's program. The Divinity School encourages applications from women and utilization candidates.

Applicants should have a Ph.D. completed and approved by July 1, 1993 and should submit a letter of application and a dossier, including letters of recommendation, a corridation whee, and an article or thesis chapter, to Area III Search Commutee, Office of the Dean, Harward Divinity School, 45 I rancis Avenue, Cambridge, MA 02138. The Commutee well begin considering applications on March 15 and proceed from that due until a decision is made.



SAN JOAQUIN **DELTA COLLEGE**

Announces Faculty Openings

Application Deadline: April 6, 1992 Salary Range: \$33,422-\$61,007. Max starting salary: \$53,841 For complete job descriptions and application forms, please write to:

San Joaquin Delta College Office of Human Resources 6161 Pacific Ave., Stockton, CA 95207 (209) 474-JOBS

Affirmative Action, Equal Opportunity Employer

Deans Dean of University Outreach. Re-sponsible for organizing and coordinating con-credit integrans. Mejority of programs will be non-credit about courses, seminars and special events especially directed to-ward the needs of local businesses and in-dustries, professional groups and organiza-tions, and the general gamlic. Where credit offerings and deprec programs was peeded, the Dean will work with the appropriata

college to develon the desired programs. The Dean also will work closely with existing CCSU outrench organizations such as the Blucher Institute for Surveying and Scionce, the Center for Coastal Studies, the National Spill Control School, and the Management Revelopment Center, as well as others that may be established. Position reports to the Provost, and will be expected to have some teaching and/or research re-

Curriculum and Instruction

The newly reaganized Curriculum and Instruction Department at Southwest Missouri State University is seeking dynamic individuals to assume important roles in developing improved undergraduale programs and new graduate offerings. The department includes 34 hill-time faculty. All positions are expected to promote the department's knowledge Base Theme of the Teacher as Refective Decision-Maker. The department has been charged to begin development of innovative graduate programs for classroom teachers. That charge includes achieving a national reputation for the preparation of teachers. All applicants are expected to have demonstrated excellence in teaching, potential for scholarly/research productivity and the ability to communicate effectively with public school personnel. Appropriate experience trypically a nunimour of three years in K-12 teaching is required.

Prosition 1) Assistant/Associate Professor. Prefer 3-5 years' experience in higher educa-tion. Person should have an established research program with significant record of publications. Major assignment to develop and teach graduate level courses related to "Teacher as a Reflective Decision Maker".

Position 2) Assistant Professor, background in Educational Foundations. Person has re-cernly received degree. Has ability and training to develop additional graduate specialists and doctorate degrees, Has special promise to develop as a leader in the field. Position 3) Assistant Professor, strong background and training to permit development of courses at graduate level related to research on effective traching. Probably a recent full D from prestigious graduate program.

Position 4) Assistant/Associate Prufessor. Person will assume a 1/2 time teaching and 1/2 time advisement assignment. The teaching assignment is flexible and may include some supervision of pre-service teachers. The advisement assignment will include supervision of three full-time stall members. It will also involve assuring preparation programs mediate requirements. The athlity to work constructively with student, administrators and lactify is essential. The candidate should have completed the doctorate degree.

lacuity is e-sential. The candidate should have completed the doctorate degree. Position 5) Instructor/Assistant Professor. Person will serve in a primary role of student teacher supervisor. Completed applications should include: (1) letter of interest which clearly establishes applicant's qualifications for the position; (2) current curriculum vitae; (3) names, addresses and telephone numbers of a minimum of thee reference; and (4) a copy of all college transcripts (unofficial copies accepted for preliminary screening); (5) other material as selected by candidate ou provide evidence of strength in teaching, scholarly productivity, and service.

Southwest Missouri State University is a growing institution of over 20,000 students located in Springlield, Missouri. The C&I Department offers an undergraduate degree in elementary education, master's degrees in elementary, secondary, reading, and special education, and a 32-huur professional education block for secondary majors.

education, and a 32-hour professional education block for secondary majors.

Applications should be sent to the address below. Preliminary screening will begin on April 1. 1992 and continue until positions are filled. Nominations of candidates are solicited. Applications from women and minority group members are strongly encouraged. SMSU is an Equal Opportunity. Aftirmative Action Employer. Applications should be mailed to: Search Committee, Curriculum and Instruction Department, College of Education and Psychology, Southwest Missouri State University. Springheld, Missouri o5804-0925. Additional information can be obtained by telephoning the Department Office at (417) 836-5795, Fax (417) 836-4884, or E-MAIL CAP821F @ SMSVMA.BITNET

FACULTY POSITION IN PHARMACY ADMINISTRATION **COLLEGE OF PHARMACY**

UNIVERSITY OF HOUSTON

Applications are invited for a tenure-hack position at the rank of assistant or associate professor depending upon the qualifications of the successful candidate. Duties will include reaching, coordination responsibilities for undergraduate and graduate level courses in inspirital and community pharmacy administration. The faculty member will be expected to be active in research and scholarly activity and assume a role in the service functions of the Department and Codege. The successful candidate will be responsible for the administration of the MS program in hospital pharmacy.

The qualified applicant should possess an undergraduate degree in pharmacy and a Ph D. degree in pharmacy administration. Also, Individuals with a Pharm.D. degree or those holding a master's or doctorate degree in public health, business administration, pharmacy administration, or hospital pharmacy are invited to apply. Current or previous involvement in pharmacoconomics research is highly desirable. r is available immediately and applications will be accepted until the position is

Letters of interest, curriculum vitae, and names of three references should be sent to Dr. William McCormick, Chairman, Pharmacy Administration, Faculty Search Committee, College of Pharmacy, University of Houston, 1441 Moursund Street, Houston, Texas 77030.

The University of Houston is an Affirmative Action, Equal Opportunity Employer.

POSTDOCTORAL FELLOWSHIP AT STANFORD UNIVERSITY PROGRAM IN HISTORY OF SCIENCE

The program in the History of Science at Stanford University is operating a new area of research in the history of immunology, molecular biology, biotechnology, and will offer one postdoctoral fellowship beginning in September 1992. The chief area for research will be in the history of immunology since the Second World War—its conceptual development, its relationship to molecular biology and to biotechnology, the changing structure of the field, its funding, and societal and political ramifications.

Horace Freeland Judson Program in the History of Science Building 200, Room 31 Stanford, CA 94305-2024 (415) 725-8333

ponsibilities in area of expertise, not to District, 5673 Oibralter Drive, Suite 100. beaudified to hold a faculty position in an approportate disclosine; a terminal degree is biging desirable. Condidate must be capable of working with a wide variety of consiltuent groups including businesses. Industry, educational organizations, the military, and service organizations, the military and service organizations. Experience in a university setting estential, professibly several years as a full-time faculty membra and organizational distinctions should be submitted by then in order to ensure full consideration. Applications and nondinal loos should be sout to: Dr. The Guerrero, Provos, Corpus Cartisi, Lexas 28412; (512) 994-2721. CCSU is an Equal Opportunity, Affirmative Action Englover.

Dental hygienes instructor, Poll-time, contract position, (#HS015), \$31,824-540,488 annually. For minimum requirements, please cell, Hayward location, Chabot College, All application form and return is before the closing distorted for the communication should be received by April 3, 1997, Resumes alone will not be accepted. Write or call Crabot-Las Positas Community College

Davelopments Director of Development. Independent, Benedicting, college-preparatory day school seeks dynamic development director with proven tree, record in raising significant funds to lead an active, multi-phase \$35 million capital campaign and a state-of-the-art development department with an experienced, highly motivated team, Solid accomplishments in all espects of fund raising a must; individual giving, amual fund campaigns, major gafts,

HONOLULU COMMUNITY COLLEGE

PROFESSOR, CC IN HUMAN SERVICES

Ad No. \$92-12. Duties: To maintain a comprehensive statewide early third-hood (3 mos.-8 yrs.) training and education system; consult with private, state and federal agencies. Minimum Qualifications: Master's degree in Early Childhood Education or related human services field OR Bachelor's degree. Childhood Education or related human services field by Bachelor's degree in Early Childhood Education or related human services field plus thre year; related work experience. Thirteen years of experience relating to early dula-hood, of which four years must have been at a high level of effectiveness at the C-4 level* or equivalent in teaching, designing curriculum, or direct services to infants/toddlers or preschool children. Demonstrated continued profes-sional and self-development activities in the field of early childhood education Minimum Salary: \$40,944 annually.

INSTRUCTOR IN HUMAN SERVICES (4 POSITIONS)

AD NO. \$92-14. Duties: To teach, develop, and design curriculum for credit non-credit training, Community Colleges, military, community agencies and providers in Human Services targeted for Infant/toddler/preschool age dudren. Major teaching responsibilities may be at Honolulu, Kaplolan, or Leeward Community Colleges. Minimum Qualifications: Master's degree in Early Childhood Education or related field OR Bachelor's degree in Early Childhood Education or related field plus 3 years' related work experience. Minimum Salary: \$29,916 annually.

INSTRUCTOR IN FIRE SCIENCE

Ad No. S92-15. Duties: To instruct students in Fire Science and develop curriculum in various formats. Minimum Qualifications: Bachelor's degree in subject area or related field and 3 years' related work experience OR 15 college credits and 7 years' related work experience including training or an Associate degree in subject area or related field plus 5 years of related work experience. Minimum Salary: \$29,916 annually.

experience, Minimum sairly: 329,916 arrivally.

POSITION DETAILS: Full-time, 9 months, tenurial, general lunds, to begin approximately May 1992, pending position clearance and availability of lunds. Send completed community college application and transcripts) verlying minimum educational qualifications (official or copy) to Dean of Instruction, Division III, Honolulu Community College, 874 Dillingham Blvd, Honolulu H 96817. Inquiries: (808) 848-2122 (deal and hard of hearing persons at Invited to call via the telephone relay service, phone (808) 643-8833). Callo request copy of full advertisement and application. Closing Data: April 7, 1992. An Equal Opportunity, Affirmative Action Employer. Women, Minorities, Persons with Disabilities and Veterans are encouraged to apply.



SACRED HEART UNIVERSITY 5151 Park Avenue Fairfield, Connecticut 06432-1000

Established in 1963, Sacred Heart is an independent. Catholic, comprehensive University serving 1450 FT/1900 PT undergraduate and 1200 graduate students. With 110 FT/150 PT faculty. Sacred Heart is committed to the liberal learning tradition as well as preparation for professional excellence. A developed strategic plan focuses on contancing academic programs, establishing a residence population, and building an athletic-recreation complex.

The following positions are available for 1992-93, subject to budget approval Except as noted, positions are at Assistant level, tenure-track, with PhD, and some teaching experience expected.

Accounting: (2 positions) Generalist with ability to teach cost, manageral and accounting information systems at undergraduate and graduate levels ABD with CMA/CPA considered. Education: Focus on special and/or early childhood education; interest in elementary science and/or math methods a plus.

English: Teaching composition; develop and direct freshman communica-tions. Interest in international communications an advantage. Research and grant experience; good teamwork and interpersonal skills necessary. Management: Strong generalist background with international business competency. One year appointment.

Modern Foreign Languages: Teach Italian and one other language, prelea-bly French. Program development, grant work, study abroad, and global studies a plus.

For full consideration, send letter stating philosophy of teaching, complete resume, evidence of excellence in teaching, three letters of recommendation, and transcripts by April 15 to Dr. Kristen Wenzel, Associate VP for Academic Affairs and Dean of Faculty. As an AAVEOE employer, we strongly encourage applications from women and members of minority groups.

TRENTON STATE COLLEGE

SEARCH EXTENDED **EDUCATIONAL ADMINISTRATION** AND SECONDARY EDUCATION

cations for an Assistant Professor, tenure track position for graduate and undergraduate programs. Responsibilities may include teaching and photoclude leaching and advising students in educational leadership, research, secondary education son Department of Education and Secondary and educational foundations. Req: Earned doctorate, college/ university teaching and appropri-ate state certifications. Strong

teaching ability administrative ex-perience is preferred. Send letter copies of state certifications to Dr. Richard L. Farber, Chairper Administration and Secondary Education by April 1, 1992. enrich education through diver-

BULLETIN BOARD: Positions available

The Carol Belk Professorship in the Humanities

The University of North Carolina at Asheville invites nominations and applications for the initial appointment to the Carol Belk Professorship in the Humanitiles. Each year a person of note will be named to the professorship for one semester, either during the Fall or Spring semester. The professorship has been established to advocate the value of the luminatives, to encourage upprior tearhing at the undergraduate level, and to engage the faculty in the meaning of a liberal education and the importance of multi-disciplinary connec-

Nomes must demonstrate a commitment to teaching undergraduates in the liberal arts tradition and advancing undergraduate education. The Carol Belk Professorship in the Humanities will be held by an individual of eminent stature in one of the disciplines associated with the Humanities at UNCA (Lassic, Foreign Languages, History, Literature, Mass Communication, and fluksopply) or those related arts and social science areas as defined by NEH. Nominations and applications from individuals on leave or in non-academic

The one semester appointment (either Fall 1992 or Spring 1993) will entail taching one course in a specialty area, giving guest lectures for our interdisciplinary Humanities program, and serving as a mentor for the faculty. Salary is

The University of North Carolina at Asheville is a small (2500 FTE), selecire, undergraduate constituent institution of the University of North Carolina Atheylle is a city of 60,000 located in the Blue Ridge Mountains of Western

Nominations, letters of application, and resume should be submitted by

Belk Professorship Search Committee Academic Affairs Office UNCA Asheville, NC 20004-3299

UNCA is an affirmative action employer

Department of Educational Leadership and Foundations

ASSISTANT PROFESSOR

Program: The Department of Educational Leadership and Loundations is seeking an assistant professor to teach courses in educational foundations, multicultural education, and related areas. These courses support programs throughout the college of education, from the undergraduate through the ductoral level. Applicants should have an earwel doctorate in the social foundations of education or in a disciplinary field such as sociology, architopyology, or history of education. K-12 teaching experience and a record of publication are desirable.

Requirements: Earned doctorate in the social foundations of education or in a disciplinary field such as sociology, anthropology, or history of education.

onibilities: Teach graduate and ondergraduate courses in educational foundations and multicultural education. Salary Competitive salary will be commensurate with preparation and expe-

Deading: Open until filled. Send letter of application, official transcripts, vita, and three letters of recom-

Dr. Richard E. Brogdon Educational Foundation Search Committee College of Education, 130 ILB University of South Alabama Mobile, AL 36688 (205) 460-7141

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

WESTERN NEW MEXICO UNIVERSITY

Invites applications for a tenure track position as Assistant/Associate Professor of Music

Highly motivated, experienced teacher/musician to instruct instrumental music (woodwind or brass preferred), theory, and music education methods courses for a Music Major with two emphases: Music Education and Music Performance. Recruit music majors, further development of music program, drect the University Band, oversee a select scholarshipped ensemble, direct pit musicians for one major musical theatre production per year, related duties and professional responsibilities as required of all facults. onal responsibilities as required of all faculty.

MastersPh.D. in music, substantial full-time teaching experience (especially in high school instrumental ensembles), proven record of program building and student accomplishments.

Submit letter of application, résumé, audicivisual tape of performance and list of fire references to Music Search, Office for Human Resources, WiVIMU, P. O. Bis 680, Siver City, NM 88062. Position will begin August, 1992. Review of applications 4-1-92; position open until filled.

AFFIRMATIVE ACTION/EEO EMPLOYER

cations, and experience in teacher-education assistant Professor, Early Childron Assistant Professor, Early Childron Assistant Professor, Early Childron Assistant Professor in Early Childron assistant Professor in Early Childron deal magnetic and undersadiate classes a care children discount of the Early Childron Children and conduct research related to the procedure of the Early Children Childre

Information Systems **Education & Research**

DREXEL UNIVERSITY

Orexel University's College of Information Studies is seaking nominations and applications for a faculty position in information systems. The position requires nominees and applicants to have backgrounds in systems enalysis, design and development, especially as such activities involve user and softwere requirements enalysis and specification, prototyping, the design of solvenced user-computer interfaces, and software engineering. All ranks will be considered, but preference will be given to candidates with demonstrated records of research (via publications) and actual experience with some sepect of system development. Duties include teaching at the undergraduate and graduate levels in information systems, end research in the above and related areas. All applicants must have a doctorate in information systems, information studies, computer science, or a related field. Draxel University by a set technological university with one of the nation's most extensive cooperative educational programs. The College of Information Studies offers multidisciplinary programs in information systems and information systems and information systems and information studies, called as the SS, MS, and Ph.D. levels; it is also home to the new Pennsylvania-supported Center of Excellence in Multidisciplinary. information studies at the BS, MS, and Ph.D. levels; it is also nome to the new Pennsylvania-supported Center of Excellence in Multidisciplinary Informations Systems Engineering Draxel is located along the New York-Washington corridor and is close to major transportation networks. Pleese forward nominations and applications with statements from three referees, current résumé and samples of most recent publications, to Dr. Stephen J. Andriole, Chairperson, IS Search Commuttes, College of Information Studies, Drexel University, Philsdelphis, PA 19104. Draxel is an equal opportunity employer. The formal review of candidates will begin in early March, but the search will remain open until the position is filled.

KERPATAN BANDAN BAN

Normandale Community College

Minnesota's largest 2-year college, with an enrollment of over 9,000 students, invites applications from candidates committed to providing quality instruction and services to students of all ages and backgrounds. I Inlimited Pull-time

Art Biology Counseling Dental Hygtens (2 positions) Nursing (2 positions) Reading/Study Skills (2 positions) Temporary Full-time (Sabbatical Replacen

Requirements: Master's degree in field or a Master's degree in a related field, with a minimum of 23 graduate credits in field. Post-secondary teaching experience is desirable. Date of employment: September 17, 1992. Salary range, \$22,970.\$34,930. Application deadline. April 6, 1992 (Speech deadline: April 15). To obtain an application form and further detailed selection citteria, contact Ms. Donna Taylor, Human Resources Assistant, (612) 832-6312 or 832-6852 or write:

9700 France Avenue South Bloomington, MN 55431

PHILANDER SMITH COLLEGE

Affirmative Action, Equal Opportunity Educator/Employer

Philander Smith College, a private historically Black institution related to the United Methodist Church, announces the following positions:

Chairperson in Social Sciences: The position is available for the Fall semester 1992. Candidates should have an earned doctorate, at least 5 years of teaching experience, a record of excellence in teaching, research and creative activities and public service, excellent communication and interpersonal skills, and the ability to provide academic leadership and administrative coordination.

Assistant Professors In: Psychology, Sociology, English, Political Science, History and Business.

We are seeking individuals committed to teaching excellence. Candidates should have an earned doctorate in their respective field, a record of research and creative activities, public service, excellent communication and interpersonal skills, as well as the ability to guide and direct students through their academic programs.

Submit letter of application, transcripts, résumé and three letters of reference to: Personnel Office, 812 West 15th, Little Rock, AR 72202.

Fall 1992. Director of sarly childhood cen-ter and teach undergraduate early child-hood courses, Master's degree required; Doctorate preferred, teacher certification/ three years of teaching at the preschool/ primary grade level preferred. Rank and primary grade level preferred. Rank and qualifications. Send letter of application, resumed, transcripts, and 3 letters of refer-sence by April 3, 1992 to Apple O'Hara, Per-

dualifications. Send inter in several countries of extention in the countries of the service of the countries of the countrie

FAIRMONT

FACULTY POSITIONS

FAIRMONT STATE COLLEGE is a fully accredited, co-educational insti-tution operating under the authority of the West Virginia Board of Direc-tors and offers one-year certificates, two-year associate and four-year bachelor's degrees as well as wide-ranging continuing education and community service programs. The physical plant consists of an 80-acre campus with twelve major buildings and a physical education/athletic feetility.

The following teaching positions are available beginning August 15,

COMPUTER SCIENCE: The teaching load will consist of a minimum of twelve semester hours to be selected from computer science courses including introduction to Electronic Data Processing, COBOL Pascal, and Programming Languages. The Commerce Division offers both B.5 and Associate degrees in Computer Science.

Qualifications: Enrand doctorate in an appropriate field is desirable. Candidates in the final stage of the doctoral degree or an individual holding a master's with willingness to pursue doctorate will be consid-

Applicants with experience and expertise in computers and information systems and the ability to work with business, industry, and education

BUSINESS ADMINISTRATION: The teaching load will consist of a minimum of twelve semester hours to be taught at the Fairmont and Clarksburg campuses and selected from management, market, and accounting courses including introductory and advanced-level classes in each of the three areas. The Commerce Division offers both B.S. and Associate degrees in Business Administration, Computer Science, and Office Administration/Business Education.

Qualifications: Earned doctorate in an appropriate field is desirable. Candidates in final stage of the doctoral degree or an individual holding a master's with willingness to pursue doctorate will be considered. Applicants with experience and expertise in computers and automated accounting systems along with the ability to work with business, industry, and education are especially encouraged.

Interested persons should send a letter of application, résumé, graduale transcripts, and three current letters of reference to:

Rebecca Schaupp, Acting Chair Commerce Division Fairmont State College Fairmont, WV 26554

Applications will be accepted until March 27, 1992 or until the position is filled. Fairmont State College is an Equal Opportunity, Affirmative Action Institution.



FORT SCOTT COMMUNITY COLLEGE Fort Scott, Kansas

FACULTY POSITIONS

Fort Scott Community College is recruiting for projected 1992-93 faculty openings in the following disciplines:

1. Combined Agribusiness, Business, in areas of Accounting, Ag Management, Ag Economics, Ag-Related Computer Applications.

2. Science, in areas of biological sciences, emphasizing Biology and Microbiology, Anatomy and Physiology.

3. Math, in areas of intermediate and College Algebra, Real Numbers Master's degree and teaching experience required. Send resume commining references and transcripts before April 15 to:

Robert D. Shores
Dean of instruction
Fort Scott Community College
2108 S. Horton
Fort Scott, KS 66701

An Equal Opportunity, Affirmative Action Employer

Marketing, Finance, and Insurance Faculty

Lawrence Technological University's College of Management offers baccalaureate and master's degree programs and seeks applications for a tenure-track position in each of the areas above. Doctoral degree in an appropriate area is required. Founded in 1932, LTU is an independent, focused university composed of Colleges of Architecture and Design, Aris and Science, Engineering, and Management. It enrolls approximately 5,300 students. LTU is located in Southfield, Michigan, a Detroit suburb. Send vita to Dean James F. Hopson, Lawrence Technological University, 21000 W. Ten Mile Rd., Southfield, MI 48075-1058. EOE. Qualified women and minorities are especially encouraged to apply.

LAWRENCE TECHNOLOGICAL UNIVERSITY

ployment. Salary and fringe benefits are compellitive. Dendline for applications is April 6, 1992. Please forward cover letter, resume and three letters of reference to: Dr. Daniel Rail, Chair, Department of Economics. Trenton Sinte College, Hillwood Lakes. CN 4700, Trenton, New Jersey (8630-4700, To carich education through diversity, TSC is an AA/BOB.

Sconomics: Full-time academic staff position for the 1992-93 academic year to teach introductory coarses in sconomics as well as specialize in either macrueequomic the-



UNCG

CELEBRATE OUR CENTURY

LECTURERS, LIBRARIANS & VISITING FACULTY

The Positions
The University of North Carolina at Greensboro (UNCG) invites applications for full-time, term appointments as lecturers, librarians, or visiting faculty. These are non-tenure-track appointments which include the possibility of renewal based on factors including, but not limited to, continued need, satisfactory performance, and availability of funding. The University occasionally seeks to fill such positions because of increases in student enrollment and unexpected faculty leaves, resignations, or illness. The positions may be day or evening. In many cases, the minimum degree required is the ductorate or terminal degree; the Master's degree may be more appropriate in other instances, based on the requirements of the position. UNCG seeks applications for positions in the Residential College and the following disciplines and departments.

College of Arts and Sciences Anthropology, Art, Blology, Chemistry, Classical Studies, Communication and Theatre, English, Geography, German and Russian, Hustory, Mathematics, Philosophy, Physics and Astronomy, Political Science, Psychology, Religions Studies, Romance Languages, Sociology, and the Residential College.

Bryan School of Business and Economics Accounting, Business and Marketing Teacher Education, Eco-nomics, Finance, Information Systems and Operations Man-agement, Management and Marketing.

School of Education

School of Education

Counseling and Specialized Educational Development; Condenium and Educational Foundations; Educational Administration, Higher Education, and Educational Besearch; Library
and Information Studies; Pedagogical Studies and Supervision.

School of Health and Human Performance Dance, Exercise and Sport Science, Leisure Studies, Public Health Education.

School of Human Environmental Sciences Clothing and Textiles; Food, Nutrition, and Food Service Man-agement; Housing and Interior Design; Human Development and Family Studies; Social Work.

School of Music Various needs in both music education and music performance. School of Nursing Various needs related to nursing education, administration, and clinical practice.

Walter Clinton Jackson Library Various needs for professional librarians in archives and public and technical services.

APPLICATIONS

APPLICATIONS
Review of applications will begin immediately and it is anticipated that all positions will be filled by September 1, 1992 for the 1992-93 academic year; however, applications resulting from this announcement will remain active until January 31, 1993 in anticipation of possible position vacancies occurring prior to the Spring 1993 semester. Applicants must indicate whether employment is sought in the library or one of the disciplines listed abuve (be specific). Please include a curriculum vitae and names, addresses, and telephone numbers of at least three references. Subanit applications to the Director of the Library or the Dean of the Cullege or School in which you are interested. The University of North Carolina at Greensboro, Greensboro, North Carolina 27412.

The University is an Equal Employment Opportunity, Affirmative Action Employer, UNGC encourages application by minorities and wanten and self-identification by disabled veterans, Vietnam Era veterans, and persons with handicapping conditions.

ILLINOIS STATE UNIVERSITY Dept. of Communication

illinois State University announces an Assistant Professor tenure track position beginning August 16, 1992 in Mass Communication. Salary is competitive. Teach advanced courses in broadcast programming and management and other areas of interest. Potential to teach graduate courses, Ph.D. and teaching experience preferred. ABD considered Commitment to research required. Candidates should send a detailed letter of application, three letters of recommendation, transcripts, and current resume to Dr. Vincent Hazleton, Chair, Department of Communication, Illinois State University, Normal, Illinois 61761.

Applications due by April 10, 1992. Women and minorities are encouraged to apply. AMEOE.

to leach development economics and macroecanomics at the graduate and undergraduate levels, administer and grade examinations, and to evaluate and coussel students. The position will involve research on Latin America's development problems and direction and supervision of graduate students in the field. At least six years of experience in toaching university level courses is micro and macroeconomic theory is required. Knowledge of Latin American economics and development problems is required and applicant must applicant control of the following areas problems is required and applicant must be caused in the country of the following areas problems is required and applicant must be caused in the country of the following areas and program beneficial. Advanced coursework in a precisity with teaching in felding the course of the following areas and program beneficial. Advanced coursework in appecialty areas should be evident, Sput letter of application, current sent. An equal opportunity, nationally action employer. Contact: Charles Crayno, Economics Department, University of No-tre Dame, Notro Dame, Indiana 46556.

Economics/Finance: Tenure-track openics.
Opportunity to teach a broad spectrum of courses in the seadonic disclotine. Skilled communicator with doctorate dearce meterted, Teaching and business experience dealerable. Understanding of the small clauren-related liberal aris college expected. Salary based on qualifications and experience. Begins Fall 1992. Nominations and applications with names of references and telephone numbers may be sent to Dr. Vance A. Yoder, Vice President for Aca-

evident. Send letter of application, current vita, official transcripts, and a piscement file or three letters of recommendation by April 2, 1992, to Dr. Barbara J. Divins, Chair, Department of Curriculum and instruction, Southern Illinois University at Edwardsville, Bax 1122, Edwardsville, Blinois 2026. SUB is an Affirmative Action, Equal Opportunity employer.

Professor and Coach Albion College

Physical Education Department Position: Assistant Professor of Physical Education and Women's Sports Cosch (Biomechanics/Kinestology specialization).

Odanications

• Earned doctorate (ABD considered)

• Experience teaching related undergraduate courses

• Experience coaching at the college/university level

Responsibilities:

- Teach undergraduate courses in the sports science track (blome-chanics, kinesiotogy/anatomy, evaluation and measurement, research methods and/or sport psychology).

- Supervise undergraduate students in the sport science track.

- Serve on Departmental and College committees as appointed or

 elected.
 involvement in professional organization is expected.
 Conduct research and scholarly writing.
 Ability to teach several professional activity courses from the areas. of fitness & lifetime sports.

Head coach in one sport (volleyball, women's cross country, track & field, tennis), and assistant in another sport (volleyball, basketball, softball, track and field).

Salary: Commensurate with professional qualifications. Position is for 9 months, tenure track. Starting Date: August 21, 1992.

Sand résumé, letter of application, and three letters of recommenda-tion by March 30, to:

Cathie Schweitzer, Chair Physical Education Department Albion College Albion, Mi 49224

Albion College is an Equal Opportunity Employer, and encourages applications from women and minority candidates.

AUSTING COMMUNITY

Austin Community College is a two-year comprehensive community college located in the Capital Area of Texas. The College is fully accredited by the Southern Association of Colleges and Schools and enrolls more than 25,000 students. The College maintains an "open door" admissions policy. Applications are invited for the position of:

ADN Program Faculty Appointment

Responsibilities: Responsible for classroom, campus laboratory and clinical teaching in a large NLN-accredited ADN program. Ability to work flexible hours; may include some evenings/weekends. May include teaching in an innovative LVN Mobility Track Program.

Qualifications: Current R.N. license in Texas; Master's degree in Nursing required. Bachelor's in Nursing preferred. Two-five years' recent practice/toaching experience as a generalist in nursing. Strongly prefer experience in AL) nursing education. Experience in a ccreditation, grant writing preferred. Current with basic nursing skills; ability to plan and implement learning activities in classroom, lab, and clinical. Ability to work effectively with students of various cultures and function as cohesive team member.

Salary: Subject to placement on full-time faculty scale.

Position contingent upon Board approval

A complete application and résumé must be received no later than 12 noon, April 17, 1992. All materials should be submitted to the Office of Personnel Services, Austin Community College, 5930 Middle Fiskville Road, Austin, Texas 78/52.

NOTE: Austin Community College does not accept employment applications or related correspondence via telecopy.

EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER MINORITIES ARE ENCOURAGED TO APPLY.

AFFIRMATIVE ACTION CANDIDATES WANTED

The Washington State Community and Technical College Board is assisting Washington community and technical colleges to enhance the cultural diversity of their college faculties and administrative staff and to achieve affirmative action goals for racial/ethnic minorities, persons of disability, women, and Victnam-sra veterans.

If you are qualified and interested in teaching or being an administrator in the stimulating, challenging atmosphere of a community or technical col-lege, and living and playing in beautiful Washington State, contact us for an interest questionnaire and more details. Write to:

Personnel Office
State Board for Community and Technical Colleges
319 Seventh Avenue
P. O. Box 42495

Please do not send a résumé. Only the information from your completed interest questionnaire can be provided to the colleges. If you are already in our database, please do not respond to this ad.

ATHENS STATE COLLEGE Athens, Alabama 35611

Athens State College is a two-year, upper-division baccalaurate de-gree-granting institution located in the progressive and picturesque Tennessee Valley of northern Alabania. **FACULTY POSITION IN ELEMENTARY EDUCATION**

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A full-time tenure track position in ELEMENTARY EDUCATION

A full-time tenure track position beginning September 1, 1992, Teach
Elementary Education courses, supervise interns, and other dules as
assigned. Ph.D. or Ed.D. from a fully accredited institution required.
Graduate level concentrations in Elementary Education and Curriolum Development required and emphasis at the graduate level in Zaily
Childhood Education desired, public school instructional experience
required. Application deadline: April 15, 1992. A completed application consists of a letter of application, curriculum vitae, official transcripts and three letters of recommendation. Submit applications toDr. Nancy Beasley, Chair, Search Committee, Department of Education, Athens State College, Athens, Alabama 35611.

FACULTY POSITION IN BIOLOGY
(Temporary - Possible Tenure Track)

A full-time, one-year appointment beginning September 1, 1992

(Temporary - Possible Tenure Track)

A full-time, one-year appointment beginning September 1, 1992. Teach advanced undergraduate courses in Biology Including General Physiology, Cell Structure and Function and Genetics. Preparation and oversight of laboratory sessions and other duties as assigned. Earned doctorate from accredited institution required. Teaching and laboratory experience. Communication skills in English. Application dealine: April 15, 1992. A completed application consists of a letter of application, curriculum vitae, official transcripts and at least three letters of recommendation. Send completed applications to Dr. Tom Jandebeur, Chair, Biology Search Committee, Athens Stale College, Athens, Alabama 35611.

Athens, Alabama 35611.

DIRPCTOR OF COUNSELING AND CAREER PLACEMENT (Position has Been Revised and Re-opened)

A full-time tenure track position beginning September 1, 1992. Provide personal-social, academic, and vocational counseling Develop and coordinate career counseling programs, assist in career placement and cooperative education and other duties as assigned Nater's degree in Guldance and Counseling required, experience in correct development and counseling on the college level preferred. Application deadline: March 31, 1992. A completed application consists of a résumé, application and unofficial transcripts. Submit application to: Business Office, Athens State College, Athens, Alabama 35611.

Athens State College is an Affirmative Action, Equal Opportunity Employer.

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WAYLAND ACADEMY Beaver Dam, WI

FACULTY AND ADMINISTRATIVE OPENINGS

Wayland Academy, founded in 1855 as a coeducational boarding school seeks to make the following appointments. The Academy enjoys surplus budgets, is debt-free, holds a significant endowment, and maintains a campus valued at 25 million dollars. Seventy-nine percent of the laculty hold graduate degrees, twenty-five percent of its student holdy is international, and 100 percent of its graduates attend colleges and universities. The Academy enjoys full enrollments of approximately 265 students. Compensation is very attractive.

DIRECTOR OF WARREN COTTAGE: The Director serves as the chief administrator of a 96 bed womens' dormitory. Preference will be given to candidates who have previous experience with residential life and student personnel services. MA preferred; BA required.

INTERNATIONAL STUDENT ADVISOR: In addition to serving as the principal International student advisor, the successful candidate must also have the ability to work in an ESI. Program with three other staff members. An expanded international enrollment drawn principally from Asia, Europe, and Central America has resulted in the establishment of this new position. MA prefered; BA required.

VOCAL MUSIC: The Academy seeks a full-time vocal music instructor to provide Individual lessons, as well as to direct the choir and other vocal groups. BA required.

Other Responsibilities: As a boarding institution, Wayland seeks candidates who are interested in being involved with such activities as athletics, cocuricular and extra-curricular activities and residential life. Letters of application and résumés should be sent to:

The Office of the President Wayland Academy 101 North University Avenue Beaver Dam, WI 53916-2253

Wayland Academy Is an Equal Opportunity, Affirmative Action Employer

Education: Tenure track positions (2) in the Department of Teacher Education, Starting date: Academic year 1992-95. (Salary and rank determined by experience and credentials.) Qualifications: Shippenburg University seeks an innovative and energetic individual with an earned Master's degree in one or more of the following areas: Curticulum and instruction with expertise in instructional strategies; Mathematics at the Hermentary School Sciences. Teaching experience in an elementary School sciences. Teaching experience in seven and elementary section.

a résumé, and (3) names, addresses, and telephone numbers of threa references. Send materials to: Dr. McLonis Clayton, vice President for Academic Affairs, Shaw University, 118 East South Sirect, Raielgh. North Carolloa 27611.

Education: Malone College, Canton, Ohio. Traure-track position in curriculum and instruction, rank open, beginning August 1992. Teaching resroonsibilities in undergraduate courses including Teaching Mathematics to Children and graduate courses in culding teaching status and Measurements. Must have an estimate of the College, Alalone college, Malone College, 152-25th Street, NW. Canton, Ohio Afroy, Deadline for applications of the College, Malone College, 515-25th Street, NW. Canton, Ohio 44799, Deadline for applications is March 20, 1992. Malone College is a Christian liberal arts college affiliated with the Evangelical Friends Church-Eastern Re-tron and 1 sen E-mail to professional growth. Prefered addes with a doctorate in an appropriate address with a doctorate in a address with a doctorate in appropriate address with a doctorate in a address with a doctorate in appropriate address with a doctorate in a preparation of those address with a do

Education: Assistant or Associate Profes-sor, tenure-track, begin August, 1992, Re-aponsibilities include coordination of el-mentary education program, supervision of elementary student teachers, teaching so-eral elementary methods, remedial reading, reading and language arts, plus some ele-

Two Positions COORDINATOR, ALLIED HEALTH & NURSING INSTRUCTOR, MATERNAL-CHILD HEALTH

State Community College, a two-year, State of Illinois public college sering a district of over 75,000 residents, is seeking to hire two sering a district of over 75,000 residents, is seeking to hire two sering to the positions of (1) Coordinator of its Allied Health and flyrang Department, and (2) Instructor of Maternal-Child Health, I The Coordinator will be responsible for the planning, development, implementation and supervision of the College's easociate degree flyrang and related Allied Health programs. The Coordinator will report to the Director of Vocational-Technical Education.

port to the Director of Vocational-Technical Education.
MNIMUM QUALIFICATIONS FOR COORDINATOR.
ALLIED HEALTH AND NURSING

• Eighlity for Licensure as a registered nurse in Illinois
• Master's Degree in Nursing
• Academic preparation for administration

• Master's Dagree in Nursing

• Five years of academic administrative experience

II. The full-time **Nursing Instructor** will teach closeroom courses and closels in meternal-child health under the supervision of the Coordinator of Allied Health and Nursing. Position in tenure track. tor of Allisa medich and Mursing, Position in Lenure track.
MINIMUM QUALIFICATIONS FOR FULL-TIME INSTRUCTOR
IN MATERNAL-CHILD HEALTH NURSING

• Eighinty for licensure as a registered nurse in Illinois
• Master's Degree in Maternal-Child Health Nursing

• Master's Degree in Nursing

• A minimum of two years of recent (past 5 years) chinical practice in atric nursing in an acute care setting. Submit application* with résumé, official transcripts, and three letters

> Dr. Betty Martin Blount
> Interim Coordinator of Allied Health & Nursing
> State Community College
> 601 James R. Thompson Blvd.
> East St. Louis, IL 62201
> 618-583-2581 Inquiries may be directed to Dr. Blount.

CLOSING DATE: April 15, 1992 *Application forms are available from the Personnel Office; B18-583-2584. WE ARE AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

DIRECTOR OF CAREER SERVICES At Dartmouth College

At Dartmouth College

The Search Committee invites applications for the position of Director of Carer Services at Dartmouth College. The Director manages a comprehensive program of services designed to assist Dartmouth students in making informed career decisions regarding their undergraduate and postgraduate plans. Fricouraging career exploration and self-assessment, these services include career counsoffing, graduate school advising including professional schools), a career resource center, off-campus intenship development, career and employment workshops and postgraduate and entry-level employment. The Director reports to the Sentor Associate Dean of Students, Candidates should have a Master's degree with five or more years of career development; or the equivalent. Strong leadershy, communication, interpersonal and supervisory skills are essential Experience in a liberal arts setting is preferred. Applicants must be sensitive to the needs of a diverse student population. Applicants must available July 1, 1992.

Salary commensurate with qualifications and experience. Please send

Salary commensurate with qualifications and experience. Please send letter of application, resume, and the names of three references to. Melissa Laranie, CBS Director Search Committee, Dartmouth College, 6003 Parkhunt Hall, Hanover, NH 03755-3529. Review of applications will begin April 15, 1992.



RESEARCH POSITIONS Alabama A&M University Huntsville, Alabama

Applications are invited for research positions in experimental optics. Qualifications Ph.D. with experience in experimental laser spectroscopy/nonlinear optics/EPR required. Annual salary of \$22-\$33,000. Rank and salary based on credentials.

Send resumé to: D.I. Horn, Jr., Director of Human Resources, P. O. Box 305, Alabama A&M University, Huntsville, At 35762 Circles A. Graduate Fellowships/Assistantships are available in optics/EPR/nonlinear optical materials research (\$9,000-515,000/Yr). Send résumé to: Putcha Venkateswarlu, Department of Physics, P. O. Box 1268, Huntsville, AL 3762.

An equal opportunity employed

the boarses in educating the gifted and early tillified director of summer program for sind-desidence of summer program for sind-desidence of summer program for sind-desidence in the summer program for sind-desidence in the summer success of the summer sum

therefore Quantitative Methods in Educa-tional Research. The Oradinate School of Stration, University of California at Berley, Write applications for a tenured or tener-track ficulty position in educa-tions statistics to bean July, 1972 or as span as possible thereafter. While the ap-plication of the tracker, while the ap-tion will be made at any level, prefer-tion will be supported a candidate with a five needed of research and leadership. We conficultarly interested in candidates

with programs of research centering on the development and application of statistical methodologics pertinent to problems of theory and gractice a resociated with education. Applicants must have a doctoral degree in a field related to educational statistics and demonstrable excellence in research and teaching. Applicants should be prepared to teach graduate level introductions.

VIRGINIA COMMONWEALTH UNIVERSITY

Virginia Commonwealth University announces the following faculty and administrative positions. A comprehensive jubile institution enrolling nearly 20,000 students, the university is composed of twelve schools, one college and a one-thousand bed hospital located in Richmond, Virginia.

Unless otherwise noted, appointments are subject to renewal, and application deadline is April 10, 1902. Administrative positions and Medical College of Virginia Campus taculty positions are 12-month appointments, commencing on July 1, Academic Campus faculty positions are for the academic year logining August 16.

A detailed position description and list of desiredirequired qualifications may be charined by writing the contact person at the department, school and campus address indicated

Academic Campus—Richmond, Virginia 23284-0001

Network and Fechnical Services. Assistant Director. Provide dynamic and innovative leadership for network and technical services for academic and medical campuses; initially supervise acquisitions, catalogung, and automation. Also preferred is experience in technical services and automation.

Tompkins-McCaw Library: Assistant Director and Head. Provide dynamic and innovative leadership and supervision for health sciences library (initial responsibilities will include circulation, interlibrary loan, learning resource center, reference, special collections, and user education), initiale and oversee health sciences and grants. Also preferred are experience with grants and outreach; experience with space planning, membership in the Academy of Health Information Professionals.

lames Branch Cabell Library: Assistant Director for Academic Services and Head. Provide dynamic and innovative leadership and supervision for academic library initial responsibilities will include circulation, learning resource center, reference, special collections, and user educations, academic library initial responsibilities will include circulation, learning resource center, reference, special collections, and user educations, initiate and oversee academic library outreach and grants. Also preferred are experience with public services and with grants and outreach activities. \$50,000 minimum.

activities, \$50,000 minimum.

The Libraries use NOTIS with MDAS. The combined libraries have a \$2.7 million materials budget (probable \$3.8 million in 1992/93) with over 950,000 volumes. Positions will participate in restructuring University Library Services (ULS) to develop organization responsive to demands of 950,000 volumes. Positions will participate in restructuring University Library Services; ULS) to develop organization responsive to demands of MLS. Modern library services; work as members of ULS management to Director, ULS. Positions require ALA-accredited MLS. Preferred are successful managerial and supervisory experience; increasingly progressive responsibility in academic libraries; experience with applications to technology; strong service orientation; excellent communication skills; ability to work independently and as learn member, applications to technology; strong service orientation; excellent communication skills; ability to work independently and as learn member, initiative, creativity, and flexibility; ability to introduce and manage organizational charge; record of scholarly activity and national service to initiative, creativity, and description and making organizations will begin April 15. 1912, and will continue until positions are titled. Submit résumé and names, addresses, and phone numbers of three references to: Barbara | Ford. Director, Box 2033, Richmond, Virginia 23284-2033. Complete job descriptions and qualifications available upon request.

School of Education

Division of Health and Physical Education: Adaptive and Elementary Physical Education. Assistant Professor/Instructor (ABC), ferture track, starting date August 16, 1992. Final appointment pending budget approval. Salary, commensurate with qualifications. Nine month contract with upportunities for summer employment. Responsibilities include: teach undergrathate and practicate and approval education; teach classes such as elementary physical education rhythmics, folk and square dance, and individual and team sports; artivise undergrationate students research projects; seek external funding; supervise student leachers. Qualifications: earned discurate with a specialty in graduate students' research projects; seek external funding; supervise student leachers. Qualifications: earned discurate with a specialty in graduate students' research projects; seek external funding; supervise student leachers. Qualifications: earned discurate with a specialty in graduate students' research projects; seek external and individual and team sports; evidence of gotential to conduct and publish scholarly research; evidence of gotential to conduct and publish scholarly research; evidence of gotential to conduct and publish scholarly research; evidence of gotential to conduct and publish scholarly research; evidence of gotential to conduct and publish scholarly research; evidence of potential to develop and submit proposals for extramal funding. Submit letter of applications, the months contract with opportunities for 1992. Final appointment pending budget approval. Salary, commensurate with qualifications. Nine months contract with opportunities for summers employment. Qualifications are as follows: general ductorate with a specialty in secondary methods; secondary public school teaching supervise student conduct and publish scholarly research; excitence of potential to develop and submit proposals for extramual funding; supervise student conduct and publish scholarly research; evidence of potential to develop a

Medical College of Virginia Campus—Richmond, Virginia 23298-0001

School of Allied Health Professions

Physical Therapy Department. Full-time, nun-tenure track position available for an Academic Coordinator of Clinical Education (ACCE). The ACCE's Physical Therapy Department. Full-time, nun-tenure track position and direction for the clinical education program within the entry level master of science professional curriculum. The ACCE serves as a liaison between the University and clinical altitiation sites and is responsible for clinical site professional curriculum. The ACCE serves as a liaison between the University and clinical altitiation sites and is responsible for clinical site professional curriculum. The ACCE serves as a liaison between the University and clinical altitiation sites and is responsible for clinical stepsic professional and the entry level master is the entry level master in the entry level master is the entry level master in the entry level master is the entry level master in the entry level master is the entry level master in the entry level master is the entry level master in the entry level master is the entry level master in the entry level master is the entry level master in the entry level master is the entry level master in the entry level master in the entry level master in the entry level master is the entry level master in the e

Andressed to: Otto D. Payton, Ph.D., P1, Box 224.

Physical Therapy Department: Full-time, tenure-track position available for an individual with expertise in anatomy. Responsibilities include teaching physical therapy Department and neuroanatomy in an entry level master of science physical therapy program. A doctoral degree, at least two years interoscopic anatomy and neuroanatomy in an entry level master of science physical therapy program. A doctoral degree, at least two years experience teaching physical therapy students in a multicultural university medical center, and demonstrated scholarly achievement in areas of experience teaching physical therapy students in a multicultural university medical center, and demonstrated scholarly achievement in areas of experience teaching physical therapy students in a multicultural university medical center, and demonstrated experience. Position available july expertise are required. Virginia licensure or eligibility required. Salary commensurate with qualifications and experience. Position available july expertise are required. Virginia licensure or eligibility required. Salary commensurate with qualifications and experience. Position available july expertise are required. Place the program of the progr

1, 1972. Application deadline April 1, 1992. Inquiries should be addressed to: Marianne E. McDonald, PT, Box 224.

Nuise Anesthesiology Department: University Program Director to chair University-based Master of Science in Nuise Anesthesiology program. Generic and post-graduate CRNA curriculum, approximately 55 students and 17 University CRNA faculty. Requirements include: earned appropriate and post-graduate CRNA curriculum, approximately 55 students and 17 University CRNA faculty role); eligible for RN and CRNA licensure in Master's degree (Doctorate preferred); ninimum of 7 years' experience (5 or more in CRNA faculty role); eligible for RN and CRNA licensure in Virginia. Application deadline: May 29, 1992. Senti your vitae to Jennie D. Seaton, Assistant Dean, Box 258, Telephone: 804-786-1913, FAX 804-371-8656.

School of Basic Health Sciences

Biostatistics Department: Assistant Professor, non-tenure track full-time position. Involves teaching graduate level biostatistics and non-biostatistics Biostatistics, or statistics, with at least two years' experience beyond the students, research and consulting. The individual must have a Ph.D. in biostatistics or statistics, with at least two years' experience beyond the Ph.D. Should be well versed in biostatistical designs and analyses which are essential to randomized experiments and clinical trials, such as Ph.D. Should be well versed in biostatistical designs and analyses which are essential to randomized experiments and clinical trials, such as punivariate and multivariate linear models, repeated measurements and crossover analyses, categorical data analysis, randomization schemes, univariate and multivariate linear models, repeated measurements and crossover analyses, categorical data analysis, randomization schemes, univariate and multivariate linear models, repeated measurements and crossover analyses, categorical data analysis, randomization schemes, univariate and multivariate linear models, repeated measurements and crossover analyses, categorical data analysis, randomization schemes, univariate and multivariate linear models, repeated measurements and crossover analyses.

etc., and be pronotent in statistical computing. Application deadline, May 1, 1992. Contact Karen A. Murphy, Box 32.

Biostatistics Department: Assistant Professor, non-tenure track full-time position. Involves teaching graduate tevol biostatistics and non-biostatistics beyond the students, research and consulting. The individual must have a Ph.D. In biostatistics or statistics, with at least two years' experience beyond the Ph.D. Must have demonstrated competence as a statistical consultant to biomedical researchers and demonstrable research interests in stochastic Ph.D. Must have demonstrated competence as a statistical consultant to biomedical researchers and demonstrable research interests in stochastic processes and pharmacokinetic modeling are also required. Application deadline, May 1, 1992. Contact Karen Murphy, Box 32.

School of Medicine

Internal Medicine/Infectious Disease Department: Huspital Epidemiologist. Applicants must have an M.D. degree, he fully trained in infectious Diseases, and be board certified or board eligible in his/her specialty. It is expected that the Hospital Epidemiologist will both provide service for the Medicine. The latter College of Virginia Hospital and also be tenure-track faculty in the appropriate academic department in the School of Medicine. The latter College of Virginia Hospital and also be tenure-track faculty in the appropriate academic department in the School of Medicine. The latter College of Virginia Hospital and also be tenure-track faculty in the appropriate academic department in the School of Medicine. The latter commitment would include requirements for both teaching and research. It is expected that any applicant would have full-time appointments in commitment would include requirements for both teaching and research. It is expected that any applicant would have full-time appointments in commitment would include requirements for both teaching and research and the devising a research program in one or more of health services research/clinical epidemiology team. Individual will have primary responsibility for devising a research program in one or more of health services research/clinical epidemiology team. Individual will have primary responsibility for devising a research special epidemiology team. Individual will have primary responsibility for devising a research special epidemiology team. Individual will have primary responsibility for devising a research special epidemiology team. Individual will have primary responsibility for devising a research special epidemiology and small search search and primary responsibility on track of international primary responsibility for devising a research special epidemiology. Williamson institute and the MCV Department of International Medicine and Preventive Medicine employ chickiness. Primary Search special epidemiology. Williamson insti

CV and the names of three references to: Dr. Robert J. DeLorenzo, Chairman, Box 599, Telephone (804) 786-9720.

Ophthalmology Department: Vitreoretinal Surgeon, graduation from an ophthalmology residency program in the United States or Canada, certification by Ophthalmology Department: Vitreoretinal Surgeon, graduation from an ophthalmology residency program in the United States or Canada, certification by Ophthalmology, and a minimum of two years of fellowship training in vitreoretinal surgery and diseases are basic the American Board of Ophthalmology, and a minimum of two years of fellowship training in vitreoretinal surgery and diseases are basic the American Board of Ophthalmology, and a minimum of two years of fellowship training in vitreoretinal surgery and diseases are basic the American Board of Ophthalmology, and a minimum of two years of fellowship training in vitreoretinal surgery and diseases are basic the American Board of Ophthalmology, and a minimum of two years of fellowship training in vitreoretinal surgery and diseases are basic the American Board of Ophthalmology, and a minimum of two years of fellowship training in vitreoretinal surgery and diseases are basic the American Board of Ophthalmology, and a minimum of two years of fellowship training in vitreoretinal surgery and diseases are basic the American Board of Ophthalmology, and a minimum of two years of fellowship training in vitreoretinal surgery and diseases are basic training in vitreoretinal surgery and diseases are basic training in vitreoretinal surgery and diseases are basic training and medical students, and investigative work. Interested individuals should send the provision of care to private and clinic patients.

Administration Programmer: Radiation Therapy Physicist. Seek applications for open position in radiation therapy physics at the master's or CV to: Marcia D. Carney, M.D., Box 209.

Radiation Oncology Department: Radiation Therapy Physicist. Seek applications therapy physics as well as academic pursuits appropriate to a beginning Ph.D. level. This position will involve all aspects of clinical radiation therapy physics as well as academic pursuits appropriate to a beginning Ph.D. level. This position will involve all aspects of clinical radiation therapy physics as well as academic pursuits appropriate to a beginning Ph.D. level. This position will involve all aspects both at the Mcdical College of Virginia Hospitals and at the McGuire faculty appointment. The Radiation Oncology Department provides services both at the Mcdical College of Virginia Hospitals and at the McGuire faculty appointment. The Radiation therapy Veteran's Hospital in Richmond. The lotal treatment material in the Accountment of the Interest Inte and a remote afterloading unit is planted to have appropriate training (minimum requirement Master's Degree in Neutralian and a remote afterloading unit is planted to have appropriate training (minimum requirement Master's Degree in Neutralian technology course. Applicants will be experience in clinical radiation therapy physics. Submit applications to: Robert D. Zwicker, Ph.D., Box technology course. Applicants in clinical radiation therapy physics. Submit applications to: Robert D. Zwicker, Ph.D., Box technology and a remote after a representation of the properties of the propert

Ut a Telanco arep, and D. Zwicker, Ph.D., Box 58.

Radiology Department: Full-time, non-tenured, permanent positions in Diagnostic Radiology, M.D., ABR Certified. Contact Anthony V. Proto, M.D., Box 470.

Radiology Department: Full-time, non-tenured, permanent positions in Nuclear Medicine. M.N., ABR Certified. Contact Anthony V. Proto, M.D., Box 470. Radiology Department: Full-time, non-tenured, permanent positions in Radiation Physics. Ph.D. (1) M.Sc. (1). Contact Panos Fatouros, Ph.D., Box 72.

Kadiology Department: Purcuine, Indication, permanent positions of regulation Physics. PR.D. (1) M.Sc. (1). Contact Panos Fatouros, Ph.D., Box 72.

Surgery Department: Assistant/Associate Professor, M.D. board eligible or certified, Experience with kidney, liver transplantation, vascular surgery.

Contact H.M. Lee, M.D., Box 629.

onwealth University is an EO/AA employer. Women and minorities are encouraged to apply.

University of West Virginia College of Graduate Studies

MINORITY FACULTY FELLOWSHIP PROGRAM IN THE

SCHOOL OF EDUCATION, HUMAN SERVICES & HUMANITIES

The School of Education, Human Services and Humanities has established a Minority Faculty fellowship Program with the goal of increasing the number of minority faculty in higher education. These fellowships will be awarded to minority students working toward the doctorate in a field within the School and seeking a career in

Eligibility: Applicants must be US citizens and be actively entolled and engaged in a doctoral program in professional education or a related area. Applicants who have completed all doctoral work except the disserta-

Terms: The salary/stipend for 1992.93 will be a maximum of \$20,000 for 12 months. Fellows will be eligible to apply for up to \$3500 in research funds.

Fellows will hold non-tenure faculty rank, teach one course each semester in their area of expertise within the School of Education, Human Services and Humanities and perform other normal faculty duties on a limited basis, Departments included in the School are Counseling, Humanities, Educational Administration, Psychology, Elementary/Secondary Education, Special Education and Reading.

4101 University Drive, Anchorage, Alaska 99508

Alaska Pacific University, a small, private blooral aris college affiliated with the Methodist Church, invites applications for the following positions:

Director of Core Program and Assistant/Associate Professor of Literature

The position involves directing the University's interdisciplinary Core Program and participation in its review, and teaching in the Flumanities Department Ph.D and teaching and administrative experience required. Preference will be given to candidates with a degree in medieval, Renaissance, and seventeenth-century literature and to candidates who have been involved with interdisciplinary programs. Respond to Professor Robert Wilkinson, Chairman, Core Director Search Committee

Assistant Professor and Director of Outdoor Studies

Faculty appointment in the Department of Environmental Science and Mathematics. The Director of the new Outdoor Studies Program will lead in development and implementation of the new curriculum. Primary areas of leaching are wilderness skills, recreation management, and natural resources. Earned doctorate required. Effective date of this nine month appointment is August 15, 1992. Respond to Professor Jim M. Brown, Chairman, Department of Environmental Science and Mathematics.

Deadline for receipt of applications is April 1, 1992. Those interested in applying should send a letter of application explaining interest and background to the person indicated above. Include a curriculum vitae and a list of three to five references. Salary and benefits are fully competitive.

Social Scientist, Urban Research

The Social Science Research Council invites applications and nominations for one or two professional staff positions whose responsibilities would be to develop and administer a program in urban research. Applicants must have a Ph.D. in one of the social sciences and should have substantive interest related to inequality, poverty, and interproup relations in American cities, comparative international research on cities, and/or research and policy on New York City.

Duties would include: establishing and maintaining relationships with individual scholars, academic institutions, foundations, and other organizations; preparing and negotiating grant proposals; planning seminars, workshops, and conferences, and overseeing fellowship and grants competitions. individuals with significant experience in teaching, research, program implementation and/or administration are encouraged to apply. The Council strongly encourages minority candidates to apply.

Council salaries are commensurate with experience and qualifications. Provisions are made to enable professional staff to continue their professional

We would like to fill this position by September 1, 1992. However, we will accept applications from candidates who need to begin at a later date. Candidates should submit a letter of application, curriculum vitae, samples of written published work, and names of three professional references. Nominations and application materials should be addressed to:

Office of the President Urban Staff Search Social Science Research Council 605 Third Avenue New York, NY 10158

The Social Science Research Council is an Equal Opportunity Employer.

POSTDOCTORAL FELLOWSHIPS THE UNIVERSITY OF MICHIGAN **ANN ARBOR**

The University of Michigan, Doctoral Program in Social Work and Social Science announces the availability of postdoctoral fellowships in Social Research Training on Applied Issues of Aging Funged by the National institute on Aging (1990-1995). Follows will join an interdisplinary program headed by Professors Ruth Dunkle and Shiela Feld. The program emphasizes research methods appropriate to the study of aging and the aged, with a focus on the conduct of survey research and ascondary analysis of archived data. Its goal is to develop researchers who will contribute to the knowledge base for determining policies and programs to enhance the well-being of the elderly. To insure this goal, fellows will have the opportunity to explore scientific research in applied multidisciplinary settings. Faculty are associated with the Doctoral Program in Social Work and Social Science, the Departments of Psychology, Political Science, Public Health, Sociology, and the institute for Social Research. The 12-month alipsed for postdoctoral fellows ranges from \$16,600 to \$32,300, depending on years of postdoctoral experience. Contact Professor Ruth Dunkle, Project Director, The University of Michigan, 1065 Frieze Building, Ann Arbor, Michigan 48109-1285; 313-783-6675. Appointments may health super 1,589,1990-10. Arın Arbor, Michigan 48109-1285; 373-763-6675, Appointments may begin June 1-September 1, 1992. Equal Opportunity, Affirmative Ac-tion Employer.

Education: Student Teaching, Bastern litinois University, Charlestop, Blinds 61920,
Beginning August 18, 1992. Plan and supervise student teachers in Elementary, Junior
High and Special Education Conduct seminara, work collaboratively with public
schools. Conduct respect in Clinical Sp.
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BENJAMIN V. COHEN MEMORIAL FELLOWSHIPS



Muncie, Indiana

Ball State University intends to award a second annual fellowship to support a scholarly work or creative project in the area of peacemaking, with special emphasis on ways to loster universal justice and the abandonment of intergroup hostilities. The program seeks people with fresh outlooks on the world situation and innovative proposals for engendering peace. The fellowship is open to persons of any age, discipline or nationality and is intended to support the development of emerging ideas rather than to recognize past achievements. The fellow will be expected to spend about four weeks on the Ball State campus and to make at least one public presentation during preparation of a creative project or scholarly work which must be completed within two years of the date of receipt of the fellowship.

The fellow will receive an honorartum of \$3,000, \$1,000 to cover living expenses during the on-campus visit and \$500 for travel expenses to and from Muncie. Up to \$6,000 will be available to support publication or production of the fellow's project. For further information and application procedures, write or call Ruth Howes, Center for Global Security Studies, Ball State University, Muncie, IN 47306; (317-285-8868). The deadline for applications for the 1992-93 academic year program is September 1, 1992.



PROFESSOR AND DIRECTOR **School of Mass Communication Bowling Green State University**

BGSU seeks a Director of the School of Mass Communication. Applicants must have an earned Ph.D., significant media experience and research record commensurate with appointment as a senumed professor. Strong administrative and communication skulls are required; individuality appointment as a senumed professor. Strong administrative and communication skulls are required; individuality administer and supervise the operations of the School and be responsible for articulation of its mission, programs, goals, policies and procedures within the college, university and scholarly communicity. The School consists of two departments: an accredited Department of Journalism, with nine faculty, and a Oepartment of Tolecommunications, with eight faculty. There are nearly 700 undergraduate majors. The graduate program offers both the M.A. and Ph.D. degrees and currently has 50 graduate students. Students and faculty work with state-of-the-art equipment.

Bowling Green is a mid-sized residential institution with 18,000 students, including 2200 graduate students. The 1250 acre campus is located 25 miles wouth of Toledo and 70 miles from Ann Arbor.

The position is available july 1, 1992. Salary is competitive. Consideration of candidates will begin March 27, 1992. Submit a letter of nomination or application, a current c.v., and the names and telephone numbers of 3-5 references to:

Director Search Committee School of Mass Communication Bowling Green State University Bowling Green, OH 43403 PH: 419-372-8400

8GSU is an AA/EOC ensployer. and women are especially encouraged to apply.

************************** PLANT COMMUNITY ECOLOGIST

The Kansas Biological Survey seeks applicants for a full-time, 12-month, academic staff position at the Assistant Scientist level, beginning July 1, 1992. The Survey is a non-regulatory search and service unit of the State, located at the University of Kansas, with major research initiatives in biological diversity and natural areas, freshwater quality, and agrichemicals. Primary responsibilities will be to assist the Survey's Natural Heritage inventory with the development and maintenance of computer databases on plant, animal, and natural community occurrence in Kansas. The successful applicant also is expected to develop an active research program and to seek extramural funding. Required qualifications include a Ph.D. in plant ecology or related field, experience in plant community characterization or habitat assessment, and a demonstrated ability to plan and conduct field work. Preference will be given to applicants with: 1) knowledge of and experience with a) plants of the Great Plains; b) welland ecosystems; and c) data processing or quantitative skills; 2) demonstrated ability to engage in cooperative research and 3) demonstrated ability to attract research funds. Send letter of application, résumé, selected reprints, statement of research interests, and three letters of recommendation to: Dr. Chris L. Lauver, Kansas Biological Survey, 2041 Constant Ave., Lawrence, Kansas 66047-2906; (913/864-7725). March 31, 1992 deadline. EO/AA.

University, NSW 2109 or by telephonins (612) 805 9746, facsimile (612)

nia. Department of Applied Technology. Caliup Campus, Requisition Number Oxilup 0190-92A. Directs and administers granch College Vocational Programs (Classes in the area of Applied Technologies), equipment purchasing, faculty recruitment and supervision, fiscal management, building equipment and investory activities and related administrative duries as necessary or assigned. Departmental Requirements: Prior experience in the writing of grants and zero based budgeting systems desprishe. Experience in needs identification/assessment and secondary vocational education systems desprishe. Experience in needs identification/assessment and secondary vocational education systems desprishe, Prior experience with student and faculty recruitment efforts, writing equipment specifications and vocational program planning activities desimble. Prior experience in the management of a large scale shopdool room desimble. Prior experience in the management of a large scale ahopdool room desimble. Prior experience in the development of vocational educations programs in a secondary education softing Bronative Action Employer.

Bucational Administration: Associate Director (Applied Technology). Minimum Annual Salary: \$31,084. Orade: 15. Start Date: July 1, 1992. Full Time Location: University of New Mexico-Galiup Campia, Galiup, New Mexico-Associate Director Applied Technology—Minimum Gualifications: Ph.D. (earned Doctorate) in Educational Administration. Vocational Educational Administration, Vocational Educational Administration, Vocational Educational Administration, Vocational Educational Administration vocational Educational Administration under Experience must sensitive years of related and progressive experience required. Experience must infectively supervision. curriculum development and program management activities. Directly related education and directly sensitive experience may be substituted for each other on a one-year-for-one-year be-

Foothill-De Anza **Community College District**

Foothill-De Anza Community College District in the San Francisco Bay area is currently accepting applications for the following faculty positions for the 1992-93 academic year.

Accounting instructor. First review date: 4/20/92. Announcement #920/5
Art History instructor. First review date: 3/16/92. Announcement #920/5
Aviation instructor. Open until filled. Announcement #92044.
Chemistry instructor. First review date: 4/10/92. Announcement #920/6
Child Development instructor. First review date extended: 3/9/92 Announcement #920/4.
Computer information Surface Leaders Leaders Information Surface. Computer Information Systems Instructor. Open until filled. Amounts-ment #92041.

ment #92041.
ESL Instructor. First review date: 3/24/92, Announcement #92043.
French Instructor. Open until filled. Announcement #92035
Geography Instructor. Open until filled. Announcement #92035
German Instructor. First review date: 3/25/92, Announcement #92056
Head Basketball Coach/instructor. First review date: 3/20/92, Announcement #02056

ment #92054.
History/Humanities Instructor: Western Civilization and Humanities.
Open until filled. Announcement #92004.
Mathematics Instructor. Open until filled. Announcement #92000.
Music Instructor. First review date: 4/1/92. Announcement #92060.
Photography Instructor. First review date: 4/1/92. Announcement #92060.
Program Director, Animal Health Technology. First review date: 3/1692
Announcement #92050.

Announcement #92050 her, Child Development Conter. First review date extended: 4/10/92 Announcement #92055. Applications and complete job descriptions may be obtained from

Employment Services
Foothill-De Anza Community College District
12345 El Monte Road
Los Alfos Hills, CA 94022
(415) 949-6217

A résumé or vita may not be substituted for a completed application AVEOE

THE SCHOOL OF THE ART INSTITUTE OF CHICAGO Minority Artists Vitae Bank

THE SCHOOL OF THE ART INSTITUTE OF CHICAGO (SAIC) has professional degree-granting college of the visual arts. With a student population of over 2,000, 18% of whom are U.S. minoritiz, we are dedicated to continuing the cultivation of ethnic and rads diversity. Individuals embraced by the Civil Rights Statutes as protected class members, desiring consideration for faculty, administrative, and visiting artist positions, are shouraged to submit curricula vitae, along with a statement of area(s) of teaching expertise, to the Minority Artists Vitae Bank.

Studio areas at SAIC include: Art and Technology, Ceramks, Fashion Design, Fiber, Filmmaking, Interior Architecture, Paining and Drawing, Performance, Scuipture, Sound, Video, and Visual Communication.

Academic areas include: Art History, Theory and Criticism; Liberal Arts; Art Education and Art Therapy. We offer highly competitive mainries and excellent benefits. Vise, inquiries, or nominations of qualified candidates should be sent to: Ms. Maryam Ahmad, Assistant Dean, Multicultural Affairs, The School of the Art Institute of Chicago, 37 H. Wabash Avenue, Chicago, 1L 60603.

SAIC also seeks qualified minority candidates for its postbace-laureste cortificate and graduate level degree programs, Schola-ship opportunities are available for these programs, including Grace and Walter Hyron Smith Scholarships for persons who have attended a parochial high school or Catholic College in Illinois. SAIC is an EO/AA Educator and Employer.

Minority and Women Faculty/Professional

STAFF VITA BANK The University of Colorado at Colorado Springs (UCCS) is committed to cultivating a culturally diverse workforce and seeks to create a vita bank of prospective candidates for full-time and part-time faculty, professional, and administrative positions. The vita bank will enable the university to quickly identify viable candidates, as positions become available.

UCCS is a commuter campus, offering primarily bachelors and masters degrees through the Colleges of Business, Engineering and Applied Science, Letters, Arts and Sciences, the Graduate School of Public Aliairs, and the School of Education.

Receipt of vita will be acknowledged. Forward vita along with a letter indi-

Faculty/Professional Staff Vita Bank c/o Affirmative Action Office P. O. Box 715 Colorado Springs, CO 80933-7150

UCCS is an Affirmative Action, Equal Opportunity Employer.

DIRECTOR OF PLANNING AND INSTITUTIONAL RESEARCH

BULLETIN BOARD: Positions available

Description: The Director of Planning and Institutional Research, reputing to the Charactelin of the University, is responsible for far illiating the development, implementation, and evaluation of the content and the origining strategic and budget planning processes, which is ever all incidents and major research of planning processes, which is ever all incidents and major research or in the Investity. Responsibilities in particular and particular and processes and related services, the Office of Planning and Institutional Research is required by fair the constitution of University wide process and proceedings for monitoring the institution's relictiveness in achieving its masser and established goals.

process and procedures as a characteristic for the responsibility to other all University mayor and established goals as therefore the University's response to reporting requirements at motionistion requests from external sources, are belong the University of Shorth meets and information requests from external sources, are belong the University of Shorth Coulons wistern, federal and state agencies, higher coloration organizations, and the Coulons wistern, federal and state agencies, but of the circumstable for providing general public. To meet internal data response, to the Office is responsible for providing model and accurate information to faculty, staff, statients, administration community, with particular emphasis our instrugement information to administration componed planning, fruit-print, and do have making. The Intertor serves on the Characteristic staties of conditions and other amplitude staff.

support of planning, magering, and necessive magnetic in a planning or cellor Stall with the five vive a hancellors and other support stall.

In Special attents Cardidates should hold at least a master's degree in a planning or bodies related doctrible. Preference will be given to these with an extended doctrible, at least fee years of progressively responsible experience in an actionic administrative, at other leadership role. It required. Candidates must proceed strong enginizational and normalization skills contributing to effective coordination and to diation of planning within a complex organization. Cardidates must have thorough understanding of current proceeds or planning, organization and management in complex institutions of higher elegation. Cardidates must have a work may knowledge of stallation of the formalization and question analysis with formarestrated abilities to collect, report, and interpret mally and invoting demographic, quantitative, and actived higheritation; analyze administrative problems and make appropriate recommendations; supervise the computer generation of information for planning, burdgeting, and institutional research purposes; supervise employers and work effectively with all constituences.

employers and work effectively with all constituencies.

Fau Carolina University is a public, disclonate-granting institution commuted to recharded incident undergraduate and graduate education, esemplary leaching, research and solution, public service, and human and miellectual diversity. The University is one of the stoken constituent multitions of the University of Forth Carolina. It offers dispose at the birelaureate, master's, specialist, and this torate levels. Programs of study include hears and sciences and a wide range of professional fields, including the first-professional apograph medicine. East Carolina has nearly 17,000 students, over 1000 facility, and east member of the academic Community, one curages the full development of forman potential, and is dedicated to scholarly integrity, and responsible stewardship of the public had

the position is available August 1, 1992. The application describes April 15, 1992, they is competitive and commensurate with responsive. Nontrinations are welcome polications including a letter of applications, curriculum vitae, and three current letters of brace should be directed to:

Professor Endy S. Boyce Chan, Search Committee Chrary and Information Studes East Cambria University Guenville, NC 27858 4454

An Faul Christianny, Alternative Action University Applicants Must Cramply with Provisions of the Imagination Retorn and Control Act

STLAWRENCE UNIVERSITY

Director of Higher Education **Opportunity Programs**

St. Lawrence University seeks to appoint a Director of our Higher Educa-tion Opportunity Program, a program supported jointly by funds from the University and the New York State Department of Education. We hope to continue a long and excellent record of recruiting and retaining economi-cally and educationally disadvantaged students who can profit from higher ducation but who otherwise lack the means to attend St. Lawrence.

The successful candidate must have at least a Master's Degree and excel-lent interpersonal and communication skills. Previous experience in op-portunity programs is highly desirable. A strong commitment to instering multiculturalism and the ability to work with diverse constituencies are required. The appointment will begin July 1, 1992 or at another mutually agreeable date.

rations and applications with the names, addresses and phone num-four professional references should be sent as soon as possible to:

Dr. Donna M. Fish Associate Deun for Academic Affaira 106 Vitas Hall St. Lawrence University Canton, NY 13617

Screening of applications will begin on March 23, 1992 and continue until a suitable candidate is found. St. Lawrence University is committed to fostering multicultural diversity in in family, staff, student body and programs of instruction. As an Equal Opportunity, Affirmative Action employer, we specifically encourage applications from women, minorities and persons with disabilities.

kee of Education. The University of Texas a Annia seeks an Assistant Professor for its Public School Leadership Program. The person selected will be joining a faculty with a long history of providing national and state teadership in the oregaration of teadenship personnel for schools and for advance as the converge of the profession. Application, current resume, transcripts, and three felters of reference which to teaching, research, and development to teaching, research and research to the development to the owner which focus on the principalship and leadership to a the school building level. In addition, applicants abouth have strong preparation in research design and the use of computers. This tenue track, position will citry praduate teaching, research, and service responsibilities expected of faculty is a misor research university. Women and misorly group members are especially invited to apply as the College and Departured have a deep commitment to such individually as a deep commitment to such individually in the position is filled but it is suiticipated that the position is filled but it is suiticipated that the position is filled but it is suiticipated that the position is selected will assume the position by fail. 1992. Mountaines, vina and/or lay its subject of the position of the

thereform foundations/Research: Educational foundations and Research Methods. The positions in the areas of Educational Foundation and samples of professional writing by March 27, 1997, to Dr. M. David Miller, aposition in the areas of Educational Foundation, areas of Educational Foundation at the areas of Educational Foundation at the areas of Educational Foundation in the areas of Education for Professional Writing of Florida 250-11. The University of Florida 250-11. The Uni

Educational Measurement: Assistant Professor, tenure-track position in the Department of Foundations of Education, beginning August 1992, as the University of Floride, Primary responsibilities include teaching greature courses in measurement, evaluation, and research methods; assuming major responsibility for leaderable of the measurement component within the teacher education program: conducting measurement research; consulting with faculty and student on measurement and research methodology; and supervising graduate student research. Minimum educational qualification is an earned doctorate with specialization in educational measurement, Application is an earned doctorate with specialization in educational measurement, Applicants should send an introduction letter stating research and teaching interests, a vita, three letters of recommendation, and samples of professional writing interests, a vita, three letters of recommendation, and samples of professional writing the professional writing the professional writing the professional state of the professional writing the professional writing the professional state of the professional writing the professional state of the professional writing the professional state of the professional state of the professional for the professional state of the profe

FRENCH FACULTY-IN-RESIDENCE

Vikioria Skrupskelis Chair, Romance Languages
Rice Hall **OBERLIN COLLEGE** Oberlin, OH 44074 An Altirmative Action/ Equal Opportunity Employer

______ SCHOOL PSYCHOLOGIST

Associate/Assistant Professor, tenure track, beginning August 15, 1992. Requirements: doctorate in school psychology, significant training and at least three years' experience in the practice of scleon psychology, eligibility for certification as a school psychologist in south Carolina, evidence of excellence in teaching and supervision, and record of scholarly activity. Position includes teaching and supervision in an NLATENASP-approved specialist in School Psychology (5, 5, 2) program and some undergraduate teaching. The School Psychology (5, 5, 2) program and some undergraduate teaching. The School Psychology Program is an applied, competency based, full-time program that features low student/faculty rature and support is known in the Department of Psychology, which has 14 full-time faculty members. Winthool College treduty, 1992) is a state supported institution which olders more than 50 undergraduate and 40 graduate languate and emperience of applications will begin April 15, 1992 and continue until the position is filled. Send letter of interest along with a current vita, and at least 3 letters of reference to: Joseph Priss, Ph.D., Department of Psychology, Windingo College, Rock Hill, SC 29733. Windingo College, Rock Hill, SC 29733. Windingo College, Box Altimative Action, Equal Opportunity Imployer.

..................... minimum of two years' school entire high-or education experience. Expertise in edu-cational psychology and sudance. April-cations due May 15, 1932 to Paul Overron. AA/I/OE. Applications from women, mi-norities and insudicapped individuals en-couraged.

Couraged.

Educational foundations/Curriculum Development: Assistant Professor. Teach courses in foundations of education and curriculum development; supervise student teathers and conduct teathers are decicrate (Ed. D. or Ph. D.) by September, 1992, with emphasis in curriculum, instruction and educational foundation; two years successful elementary-level teaching: evidence of ability to work with public achoof personnel; strong seneralist background in elementary education; names of six professional references including current supervisoral; complete transcripts; and vita including teaching and service to Dr. Deams D. Winn, Search Committee Chair, Elementary Education Department, Ulah State University, Loan, Utah State University, Loan, Utah State University is an AAV EO employer and encourages applications from qualified minority candidates.

Education/Mathematics: Teacher Educations

tion (Mathematics) Research on Teaching. We invite applications for a tenure-track position in Teacher Education/Research on Teaching in the area of mathematics teaching and learning (math open). Frimary responsibilities include: preservice understands and teaching of statute roots and deviation of the action of statute roots and teaching of statutes courses in professional leadership, and scholarly study and publication in mathematics acaded areas of research on teaching and teacher education. Credentials of appropriate caudidates should include: consistent involvement with teaching and k-12 schools, a clear research agenda andreas and instructional competences in stress related to mathematics teaching and learning, teacher education, and professional leadership in education, and professional leadership in education. Our division is committed to inconverse the course of the statute of the course of the statute of the stat

Oberin College seeks a tuil-time, 10-month, five-in Lecturer beginning Au-gust, 1992 to teach 3 courses in Frenchlanguage and culture and par-ticipate in some faculture in some of renewal. The incumbent will tive in a residence half while College is in a residence has one special cyrelects. session to sponsor special projects, supervise activities of graduate as-sistants, and direct a month-long sistans, and direct a month-long sludy abroad program, etc. Must have M.A. degree in hand by September 1st, 1992, have native or near-native proficiency in French, and demonstrate interest and potential excellence in undergraduate teaching, experience in which is desirable.

 A complete curriculum virae
 Transcripts
 A description of doctoral program status
 Names and addresses of three references Submit cover letter and resume by April 1st, 1992 to address below Late applications will be considered until the position is filled. Respond to: Dr. John Callebs

Director of Personnel UWVCOGS, P. O. Box 1003 Institute, WV 25112

ication Review: Review of applications will begin on March 16, 1992, and continue until fellowships are

Applications: Applicants should submit the following materials

The University of West Virginia College of Graduate Studies is one of six institutions which comprise the University of West Virginia Higher Education System. Headquattered in the metro Charleston, West Virginia area, the College has been described by observers as "unique, innovative, and imaginative."

the College has been described by observers as "unique, introduce, and imaginates." The University of West Virginia College of Graduate Studies serves a nontraditional, geographically dispersed student body of 2600 students each semester. Utilizing state-of-the-art course delivery modes, such as satellite and teleconference instruction plus more traditional approaches, the University employs 55 luit-time faculty and 120 adjunct faculty each year to deliver courses and programs to students in over 20 different sites. Offering 18 master's degree programs, a CAS and a joint doctoral degree in educational administration, the University of West Virginia College of Graduate Studies is accredited by North Central and NCATE.

EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

Hamilton College Clinton, NY 13323

Fast Asian Languages and Literatures Program announces a tentative one-year replacement position in Japanese language beginning August '92. Instructor or Assistant Professor level. Ability to teach all levels of Japanese language required. Language teaching experience preferred. Send letter of application, curticulum vitae, and three letters of recommendation to Hong Gang Jin. Director, East Asian Languages and Literatures Program. Hamilton College, Clinton. NY 13323. Application deadline: April 30, 1992. AAFCOE; women and minority candidates are encouraged

Search Committee, Graduate School of Education, 3700 Wulmit Street, University of Penusylvania, Philadelphia, Pennsylvania, 19104. We will be fin to consider candidates after April 1, 1992, and will continue until the position is fibed. Minority and women candidates are especially traced to apply. The University of Pennsylvania is an Equal Opportunity, Affirmative Action employer.

Education/Music; Falk School, the campus laboratory school of the University of Plusbursh, invites applications for the position of Music Teacher for K-8 classes. Qualifications include successful full-time teaching experience and Pennsylvania cartification or equivalent. Sajary is \$21, 300. Send complete vite. transcript, and letters of recommendation to: Dr. Roy J. Creak, Falk School, University of Pittsburgh. Pittsburgh, Pennsylvania 15261.

mentary concentration, names of aix professional references including current supervisors; complete transcripts; and vita including tecord of publications, including activities, teaching, and service to Dr. Deanna D. Winn, Search Committee Chair, Elementury Education Department, Usah State University, Loan, Usah State, Usah State, University, Loan, Usah State, Sta Mines has strong ites to the materials and minerals industries. Interdisciplinary work is encouraged. Application braditine: April 30, 1992 or until such time as a successful candidate has been selected. Returners supporting materials, and the names and addresses of three professional references should be directed for Colorado School of Mines. Electrical Engineering Faculty Search Committee Chairman, Brown Hall. Golden, Colorado 80401. Ap BEO/Allimetty Action Employer.

live Action Employer.

Elementary/Billingual Education: If F9/82-31. Assistent Professor, Elementary Billingual Education. If III 1992. Tenural Education. Bealinning Fall 1992. Tenural Education in Billingual Education and second language development, reading and student reaching. Doctorate degree in Carricphina and Instruction with specialization in Billingual-Billicultural Education and Reading. ABD candidates may apply. Three years minimum of successful full-lime teaching in an accredited elementary billingual charsoom. Candidates must denominate evidence of Semulal/English proficiency, knowledge of Hispanio cultures, applied or besic research; sublication, and experience in teacher-aducation programs, especially in Bield-based settings. Salery commensurate with a nine-month assistant professor and/or instructor appointment

MANAGER OF ADVANCED TECHNOLOGY

The Advanced Technology group evaluates and tests new or pre-released hardware and software, investigates promising new technologies, and helps set direction for information technologies including, but the campus. Candidates should have a broad understanding of information technologies including, but not limited to, computer architectures (PC, Mac, Sun, NeXT) operating systems (DOS, Mac OS, OS/2, Unix), user interfaces (Windows, Mac System 7, Presentation Manager, NeXTStep, OpenWindows, Motif), networks (othernet, lacaltalk, TCP/IP, Novell/IPX, Ethertalk) and applications (word processing, spread sheets, desk-top publishing, multi-media, graphies, databases, communications). Bachelor's degree is required. Relevant advanced degree and experience in investigation of new technology areas is desirable. The successful candidate should have proven analytic skills and managerial experience to dealing with a variety of projects and initiatives, Salary and rank commensurate with education and experience.

Applicants should send their reaumes to Bruce Fin-nic, Director of Administrative Services, Computing and Information Technology, Princeton University, 87 Prespect Ave., Princeton, NJ 08544; Fax: 609-258-3913, E-mail FINNIE@PUCC.

Princeton University Princeton, New Jersey 08544

An Equal Opportunity Affirmative Action Employer in 1

with opportunity for summer employment. Deadline: April 3, 1992 or until position is filled. Seed letter of interest, resume, offi-cial graduate transcripts from accredited institutions of higher education, and three current letters of reference twith telephone numbers) to Dr. Richard J. Perez. Chair. Department of Curriculain and instituction; The University of Texas-Faa American; (20) West University Drive; Edinburs, Toxas 78539. An IEO/AA employer.

nessee 37371-0040. EDE.

Elementary Education; (Search ReOpened), kutxtown University invites epplications for a one-year temporary, fullilms position which will be a substated
leave reprocessent to the Department of Elementary Education beginning with the
Full 1922 semester. Responsibilities include leaching of undergraduate counses in
early childhood communicative actile and
early childhood communicative actiles and
early childhood curriculum, sendemic advisement, committee work and coordination of field experiences for students in earby childhood education. Salary will be
based on rank at the instructor or Assistant
Professor level, Preferred qualifications includes a minimum of three years of teaching
experience at the early childhoodeducation with knowledge base in toddjens

and Infants. Required qualifications include a master's degree in early childbood education. Applicants should send a letter of septication, résumé, official tamescripts, and three current letters of reference to Dr. Alicate. Momoray, Search Cosmittea Chair, Department of Blemaniary Education, College of Education, Kutztown University, Kutztown, Pennsylvania 19330. Application desdine is March 24, 1932, Kutztown University, with enrollment of 7,000 students, is a state university in the Pennsylvania State System of Higher Education. Kutztown University is ne Equal Opportunity, Allignative Action employer. Women and minorities are encouraged to apply. Elementary Educations Full-lime, tenure-trock position beginning Full 1992. Doctor-ate in Curriculum and Instruction or resized field and three to five years' experience in Elementary School teaching required. Col-loge tenching preferred and computer ex-

Elementary School teaching required. College teachins preferred and companier expertise an advantage. To teach undergradulate classes mainly in general heaching methods and to supervise student teachers. The successful candidate will have a firm compitment to excellence in reaching and the historians and college. Applicants should send a cover letter, vita and at least three references to Dean Beary Chambert, Temestee Wesleym College, P. O. Box 40, Athens, Temestee Stopened). Kutzitown University invites applications for a one-year temporary, all lime positions which will be a substatical leave representary Education. (Search Replications for a one-year temporary, all lime positions which will be a substatical leave representary Education beginning with the Fall 1992 semester. Responsibilities in calve electing of ondergraduate courses in early childhood conteminicative stellar and visement, committee work and coordination of fled experiences for attudents in early childhood education. Salary will be processor level, and a doctorate in early childhood education. Salary will be processor level, not a doctorate in early childhood education. Salary will be processor level, not a doctorate in early childhood education and processor level, and a doctorate in early childhood education and processor level, and a doctorate in early childhood education and processor level, and a doctorate in early childhood education and processor level, and a doctorate in early childhood education and processor level, and a doctorate in early childhood education and processor level, and a doctorate in early childhood education and processor level. Professor level, and a doctorate in early childhood education and processor level. Professor level, the least processor level, and a doctorate in early childhood education and processor level. Professor level, and a doctorate in early childhood education and processor level. Professor level, the lastry cortor of Assistant ty level, and a doctorate in early childhood education and processor le





Central MISSOURI STATE UNIVERSITY

Warrensburg, Missouri

DIVISION OF STUDENT AFFAIRS

Central Massauri State University is a compassed 12,300 and entrol to Warrefellung a consecutival Massauri community of 15,000 first unless outlies of Narras City. Found ed in 1071, the University has a long, proof hadory of intering excellent actions programs plus involves much in 1504, proporal and community endections. The doctors of Student Afrairs is a progressive and active partner in the educational process of Central's interiors. POSITIONS AVAILABLE:

Director, Office at Specialized Sciences

An expectancy of indicalitation active and/or provide those specialized services required by physically challenged, international, iron traditional, continuing, and transfer staticists to consider their recipitation to granication. Swele-emostly all larne apportunity many districts all training pertaining to the physical training section and or related field preferred and special training pertaining to the physical try traitings of and/or adult training is highly destrible. Solary competitive: Providy consideration agent to condulates applying by April 17.

Contact, Specialized Services Scale by monoities, Administration 214 Director, Office of Student Desclopment Programs and Activities

An experience of student development specialist to the velop and administer leadership development student adjector, and programs which extend the attacking experience and for intate student growth and roturnly. Evolve-menth full time appointment Marcel's dispress in CSPA with three in free years full time experience in a feast one of the following areas. Student Activities, Student Union Programming, and or Residence I docation. Salary compatitive. Congast, Ms. Carlene Laubenstein, Assistant Director of Student Life, Student Life -

Courseling Psychologist, Commercing and Psychological Services Office Nano-mouth positions beginning August, 1992. Summer employment possible. Provide individual and group counselling, criss interventing, utilities by programming, consultation services Conditions. Ph.D. quefored, ABLC considered; Missouri Incress edige-life; University Counselling Center experience or internship increte. Salary competitive Contact: Or. Lucy Blatyburn, Objector; Connecting and Psychological Services; 131

Priority Consideration: April 6, 1992

Area Coordinatoris), Office of Residential Life Courdinates all student/soft activities for a residence area of 750-1,000 students, in three-five hurldings. Master's degree in CSPA or related field required, Previous full-traite residence hall engineers of the required. Agriculture to the required of the required of the residence of the residence of the required of the resident o Condinator And Condendor Sustain Committee, Office of Residential Life, Elist Complex Coordinator of Conference Housing/Area Coordinator, Office of Residential Life Coordinates all activities/staff in University Conference Center as well as summer conferences directly in the Coordinates surdentially activities for a residence area of four residence halls and an apartment complex. Mater's degree in CSPA or related feeld required. Provious full-lime residence half experience is required. Provious university conference experience. Apartment, loand, and competitive salary.

Contact: Conference Housing/Area Courdinator Search Committee; Utice of Residential Life, Ellis Complex Graduate Assistantships

The division offers assistantiships in the following officers Specialized Services. Residential Like, Student Development Programs & Activities, Student Altars, Financial Altarnd Veterans Affairs, Multi-Cultural Affairs, Family and Non-Traditional Housing, and Studential Equations.

Contact Gregory Roberts; Assistant Vice President for Student Affairs and Director of Student Life, Union 123 Starting Date: All professional positions begin July 1, 1992 (except the Counseling Psychologist which begins August 1). Graduate positions may vary, but begin not later than

August 1, 1992.

Application Process: Please send as urgent vita and letter of application summarizing your qualifications for the position and include the names, addresses, and telephone numbers of at least three references. For all positions except Counteling Psychologist, 45to include a written statement of your publications of the creening process will begin March 1 and continue until all positions are filled. Mad all information to the person listed above at the following address:

Control Missouri (409)

Warrensburg, Missouri (409)

Information sessions will be conducted at ACPA and NASPA. Central values diversity—minorities and women encouraged to apply.

An AAFEO Employer



ASST. ATHLETIC DIRECTOR FOR MEDIA RELATIONS & MARKETING

Will enhance and strengthen college's image regionally and nationally through the marketing and promotion of overall athletic program. Will also actively participate in development, and fundraising efforts. Involves varying hours, travel, night and weekend work. Bachelor's degree required. Minimum of five years experience and demonstrated success in college sports publicity preferred, with related sports media experience desirable. Excellent oral, written and interpersonal skills essential. Send resume, letter of application, and salary expectations by March 27, 1992 to Curt Blake, Director of Athletics, RIDER COLLEGE, 2083 Lawrenceville Road, Lawrenceville, NJ 08648-3099.

Rider College is an AA/EO employer. Women and minorities are strongly encouraged to apply.

Clementary Education: Curriculum corecotration; tenure-track position beginning
September, 1932. Terminal degree and
three years of public school teaching required. Sakary and ronk based on experience. Seak y and ronk based on experience. Seak gain the same and telephone numbers of three references to Dr.
Poul G. Reitzer, Vice President for Acadensies, Juston College, Marion, Alabama
36756, Ju

Elementary Education: Tenure track posi-tion for Assistant Professor at small state university, effective June 1, 1992, Primary responsibilities; teach courses in the area of Hiementary Education, as well as other senteral education couries. Required: correct doctorate in Education/Curricultum and instruction with appropriate companies and teaching experience. Desirable: under-graduate experience in special education. Minority similarions and encouraged. Send letter of application, via transcripts of all college work, and at least three current let-ters of recommendation by May 1, 1992 to: Dean Haywood Mayten, Station 5, Living-ston University, Livingston, Alabona

Complete applications will be considered.

Elementary Mathematics Education: Georgia Solutionestern College has a tenure track openins in Mathematics Education, beginning Septamber, 1992. An Ed.D., Ph.D. or near completion of doctoral study in a fletil related to elementary mathematics actuating in preferred. A secondary teaching field is a plus. Teaching experience in elementary school mathematics is required. Applicants should have potential for scholarly production and working effectively with stee robits schools and educational agencies. The position roquires teaching both unategracious and agraduate classes. It is an exademic year position with Summer employment quite probable. Rank pegotiable. Safery very competitive, CSW is a senior college of the University System of Georgia. The Institution offers teacher education programs at the becketor's, master's and specialist degree levels, and is accredited by the State of Georgia. NCATE and the Southern Association. The college is situated in the picture sque city of Americus, near historic Agdersoaville and Plains. The leacher education program is housed in

DIRECTOR OF STRATEGIC RESEARCH DEVELOPMENT Reopened

Oklahuma State University, a comprehensive research university, is seeking numinations and applications for a Director of Strategic Research Development. This is an executive level position reporting to the Vice President for Research and Dean of the Graduate College. The individual in this position

(a) Develop comprehensive academic, industrial, and governmental teams to address the problems of business firms, non-prolit organizations, and government agencies.

thi Identify and develop strategic decision-support information sys-tems that require learning among government, industry, and acade-

(c) Develop opportunities to capitalize on the University's capabili-ties to generate spin-off benefits from research, such as patents, lesting, evaluation, commercialization, technology, and information transfer.

(d) Develop and implement a means of coordinating the activities of this position with the activities of the College Research offices, the Office of Federal Relations, and other academic and administrative

Oklahoma State University has over 19,000 students and 1,000 faculty mem-lets. It includes the Colleges of Agriculture; Arts and Sciences; Business; Education; Engineering, Architecture, and Technology; Home Economics; and the Graduate College. The professional schools include Veterinary Med-icine on the main campus, and Osteopathic Medicine, located in Tufsa. QUALIFICATIONS: Experience in forecasting technology and trends in basic research, using state-ni-the-art techniques; experience in strategic research development; proven ability in marketing university research and executive strategic planning. The individual must have tru years' experience in government, industry, and/or academia (at least five years' experience in two of the three areas) with both line and staff accountability. Previous applicants are still under consideration and ment not apply.

TO APPLY: Submit letter of application or nomination, addressing qualifica-tions; the names, addresses and phone numbers of three references; and curriculum vitae or résumé to:

Dr. Thomas C. Colfins Vice-President for Research Whitehurs 203 Oklahoma State University Stillwater, OK 74078-0050

Applications must be postmarked no later than March 25, 1992 for consider-ation. Oklahoma State University is an Equal Opportunity. Affirmative Ac-tion Employer, and encourages the application of minorities and women.

Anderson University DIRECTOR OF ADMISSIONS

Anderson University invites nominations and applications for the position of Director of Admissions to begin on or before June 1, 1992. The Director of Admissions to segment of the planning and manago-ment of all aspects of student recruitment and admissions; supervises a staff of six professionals, four support staff, and 15 student employees; and serves as a member of the University's enrollment management

Anderson University is a Christian liberal aris university affiliated with the Church of God of Anderson, Indians. The Institution offers over 50 undorgradust majors to approximately 2,100 students from 45 states and 15 countries. The University has a long history of unrollment growth and financial stability.

Candidates should have demonstrated leadership in supervisory ebility, a record of funovation and schlevement in college admissions, show evidence of the ability to communicate effectively, and be committed to the mission and ethos of Anderson University. Salary is competitive. The review of applications and nominations will begin on April 1, 1992, and will continue until the position is filled. To be considered for this appointment, candidates should submit a letter of application, a résumé, and three letters of recommendation. Applications should be sent

Michael Collette, Duan Academic Support Services Anderson University Anderson, IN 48012-3462

Anderson University is an Equal Opportunity Employer.

PRINCETON DAY SCHOOL Jr. K-12

Princeton Day School openings for the following positions: Director of Development Director of College Placement Send cover letter, résumé, list three or four references (please include phone numbers) to:

Duncan W. Alling Headmaster Princeton Day School P. O. Box 75 - The Great Road Princeton, NJ 08342 An equal opportunity employer.

the new Education Center, a ante-of-theart facility. Send letter of application or
conditional content of application or
conditional content of the conten

плитичний принципричений принциприче Internal Auditor

Del Mar College is a two-year community college located in Corpus Christi, Texas. The campus has approximately 10,000 academic and a total of 25,000 students each year including those in occupational and continuing education programs. Corpus Christi is located on the Coastal Bend of South Texas and has a population of 273,000.

30 hours in Accounting. Four years comprehensive auditing experience. Must be able to: analyze complex accounting problems and develop solutions; develop systems and procedures and ensure that the financial system is accurate, efficient, and in accordance with professional accounting practices and governmental regulations. Effective verbal and written communication skills. Ability to operate personal computer utilizing Lows 1-2-3 software. Effective human relation skills. Position No: 02-9202A

Minimum Salary: \$2,654 per month plus benefits, 12 months Position Location: Internal Auditing Office - East Campus Status: Full-time

Del Mar College will be closed for Spring Break from March 16 to March 20, 1992.

Submit resume, along with unofficial transcripts by the closing Baldwin, Corpus Christi, TX 78404-3897, (512) 886-1134. Fi-Del Mar College reserves the right to extend search or not offer

> for successful candidate(s). Equal Opportunity/ Affirmative Action Employer women are encouraged to apply.



SAN JOSE STATE UNIVERSITY Resident Director

Responsibilities: Primary administrator for residence hall housing 200 residents. General duties include supervision and development of resident advisor and attudent assistant staff, administrative operators leadership and student development programs. Member of the Residential Life Professional Group which collaboratively develops the overall Residential Life Program.

Qualifications: Master's dogroo in student personnel or related field preferred. Sensitivity toward and exportance in working with ethnically divorse groups is beneficial. Seeking candidates with a strong sense of personal identity and passion for life.

Compensation: includes salary of \$2005 per month, 12 month position. furnished apartment, (live in required), comprehensive California State Employee benefits package.

Applications: First round consideration given to applications received by 5:00 pm on March 31, 1992. Final deadline is 5:00 pm, July 30, 1992... For consideration, forward SJSU application (required), cover teller, resume and three reference names (with phone numbers). For application and comprehensive job description, contact University Services at 408-924-6180. Forward application materials to:

> Human Resources Office Attn: Suzie Lolton San Jose State University One Washington Square San Jose, CA 95192-0046

quired prior to the interview. Review of applications will begin the middle of March.
Appointment will be effective with Fall charter (August) 1992. Send information for Phyllis Mason, PHR, Personnel Officer.
The University of Birtimeth 90 Citer. for raylit Mason, PHR, Personnel Officer.
The University of Rio Grande, P. O. Boa 1969, Rio Grande, Ohio 45674. The University of Rio Grande is an Equal Opportunity. Affirmative Action Employer.

Engineering: Engineers. California State University, Fullerion seeks Director of Design of the Construction. See advertisement 1989. See 198 Engineering: Engineers. California State University, Fullerion seeks Director of De-sign and Construction. See advertisement under Architecture. is an Atlianaive remain professor in the Instructor/Assistant Professor mak in the Instructor/Assistant Professor mak in the Instructor/Assistant Professor mak in Modern Drama, with secondary specialist must be greater to professor and instructive assignments, saint professor in the professor of the Postment of the Postment with the Postment to the P English Illinois College is a private, wellendowed, Phi Beta Kappa, inberal arts college located in west-central Illinois. We
seek applicants for a tenure-track position
at the rank of Assistant Professor who are
qualified to teach African-American literature and multi-cultural literature. Secondary interest in non-European and critical
theory valuable. Ph.D. required. Undergraduate teaching experience preferred.
Send better of application, curriculum vities, transcript, and three letters of recommendation to Dr. Douglass Bolling, Chairman, English Department, Illinois College,
Jacksonville, Illinois 62670. Application
deadline: March 27, 1992. Illinois College is
an AAEOE.

English Insurement continue. aprily.

English: LeTourneau University. Ph.D. in English: Composition or BhitishWorld Line Composition or BhitishWorld Line Composition of Bhitish Composition and Composition of the Composition of Composition and Composition of Co English (natureter positions (2) in English—Nicholls State University. Position: Entry-level appointment, tenure track available, M.A. is English minanum quaification (hours above or ABO preferred).

Minimum Qualifications: Bachelor's degree with minimum of

Closing Date: April 1, 1992 - at 5:00 p.m.

date listed above to the Office of Human Resources, Del Mar College, Heldenfels Administration Building, Room 137, 101 nalists will be required to complete an employment application. position advertised.

> Proof of work eligibility must be verified Minorities, disabled individuals, and



1992-93 ALA MINORITY FELLOWSHIP College OPPORTUNITY

The University at Buffalo is an Equal Opportunity, Affirmative Action Employer, We will be conducting interviews at the ACPA and NASPA conferences.

UNIVERSITY AT BUFFALO

RESIDENCE LIFE HALL DIRECTOR

Live-in position administering one or more residence halls housing 400-550 students.
 Select, train and evaluate 12-24 Resident Advi-

Master's degree in Student Personnel or related

terio.

9 1-3 years' experience in residence hall or other student personnel area.

Knowledge of student development theory and experience with developmental programming and developmental discipline

Salary range \$22,500-\$23,500 for 12 month con-

Interested applicants should send a letter of interest, résumé, and three letters of reference by April 20, 1992 to.

Hall Director Search Committe Office of Residence Life University at Buffelo 478 Red Jacket Quadrangle Buffelo, New York 14261

• Excellent benefits package. • Furnished on-campus apartment

sors.

Implement developmental programming.
Advising of staff and students, supervisions or more Assistant Hall Directors.

State University of New York

RESIDENCE LIFE ASSISTANT DIRECTOR

residence has program
idents.

**Alumpe daily operations of an area office and
supervise its staff.

**Act as principal officer for area discipline and
for standards of student conduct.

e Master's degree in Student Personnel or related

held. 2-3-years experience in management of opera-itions of college residence halfs. • Knowledge of student development theory.

e Salary range \$25,500-\$28,000 for 12 month con-tractiplus excellent benefits package.

injereued applicants should send a letter of inter-es, résumé and three letters of reference by April 20, 1992 to:

Ares Director Search Committee Office of Residence Life University at Buffalo 479 Red Jacket Quadrangle Buffalo, New York 14261

This is an anticipated vacancy.

The American Library Association (ALA), the oldest and largest national library association in the world, provides leadership for the development, promotion, and improvement of library and information services and the profession of librarianship through a comprehensive program including research, fellowships, publications, conferences.

Applications are being accepted for the 1992-94 American Labrary Associa-tion (ALA) Minority Fellowship Program. The program is designed to pro-vide an opportunity for minority librarians to gain an understanding of association management, ALA's structure and operations, and how policy is succision management, ALA's structure and operations, and more year, to mindred and implemented. The propriate is intended to improve the upsaid mobility of minority librarians, make ALA better known and more value to minorities and minority librarians, and increase the number of minorities in the profession and in the ALA.

The American Library Association's good is to help to eliminate the barriers that prevent minority librarians and information accounts from participating fully in the profession. The American Library Association recognizes that one institution or professional association cannot cluminate the barriers alone, but strongly believes that professional associations have a significant risk to play and must provide leadership by example.

To qualify, an applicant must: be a libraryan/information professional (American Indian or Alaskan Native, Asian or Pacifu/Islander, African American, or Laino), bold a Master's degree from a library science program accredited by the ALA or from a program that meets the ALA/ASI, correculous guidelines within a unit accredited by the National Council for the Accreditation of Teacher Education; have a minimum of three years of professional working experience in a library or information science environment; be a member of ALA at the start of the fellowship.

The 1992-93 stipend for the ALA Minority fellow is \$30,000 plus medical, denal, life and disability insurance and relucation assistance to Chicago. To obtain more information about the program or to receive application materials consert.

American Library Association Office for Library Outreach Services 30 East Huron Street, Chicago, Illinois 60611 1-800-545-2433, ext. 4294

The postmarked deadline for applications is April 1, 1992.

the fath and are committed to the mission of the miveralty. Applicants who are in the mission of LeTourneau thereasts with the mission of LeTourneau thereasts are considered without regard to nee, age, see, handicapping condition, national origin. Send returne to Dr. H. Carne Starmit, Vice President for Academic Affan, LeTourneau University, P. O. So. 1001. Longview. Texas 75507-7001. https://doi.org/10.1001/j.capina.national.nationational.nationational.national.national.national.national.nationational.nationational.national.national.national.nationational.nationational.na

topecially in American literature) and successful college teaching experience. We are interested in applicants who enjoy working closely with tundents, both English makers and students in the Core English toutes. Teaching load per semester with unally loclude freshman composition. Agerican interalore survey, and an uppering American titerature. Send vite, transcript, American titerature. Send vite, transcript, and three letters of recommendation of the Robect Watson. Virginia Interaction Department of the Sender Se

hable instructor. Master's degree with spike instructor. Master's degree with spike graduate semester hours in English frelly experience in teaching college and technical writing, developmental and tooling composition. Resume's must be carried by April 2, 1992 at Broward Comment, 235 Ege. Human Resources Department, 235 Ege. Human Resources Department, 235 Ege. Human Resources Department and Comment. 235 Ege. Human Resources Department Landendate, Florida 33301. Equal Access, Eggalt April 2007.

bullati Assistant Frokustor of English, Co-ordated of Writing Program. Coordinate drains composition courses at all markets and oversee part-time faculty states and oversee part-time faculty states writing at all campuses and cen-tedry in English writing of part-time lasters, described in hiring of part-time dates and composition course, Requires takers are the composition theory and four

English: Tenure-track, assistant professor position available Fall 1992 with emphasis in composition/thetone. Serve as lead faculty member for developing whiting center and program including developmental writing. To leach undergraduate courses. Doctorate in English or thetoric required. Send letter of application, resume, unofficial transcripts, and 3 letters of reference by April 10, 1992 to Angle O'Hain, Personnet, tikishuma Panhandle State University. P. O. Ruy 430, Goodwell, Oklahoma 73939. AALEOE

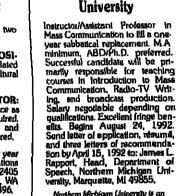
Inglish: Generalist in British Literalure to teach composition and introductory literature, with some upper devision courses. Interest in critical theory desirable. Ph.D. requised. Westiminater is a small, private, liberal arts college with professional programs that supports and geocourages teaching and scholarship. Applicants must arrange to have three letters of reference and all transcripts sent and submit a letter of application and vita ter. Ray Osnobay. Dean, School of Arts and Sciences, Westiminster College of Salt Lake City, 1840 South 1800 bast, Salt Lake City, Unth 84105 Deedline for receipt of all materials is March 23, 1991.

Skagit Valley College has two

AUTOMOTIVE INSTRUCTOR:

Salary: \$25,466-\$27,466 per year plus benefits. Inform./applications avail: SVC Personnel Office, 2405 College Way, Mount Vernon, WA 98273, or phone 206-428-1396.

SVC is an EOE.



INSTRUCTOR OF COMPOSI-TION: MA in English or related field, teaching and multi-cultural experience required.

Three years' recent experience as automotive technician required. ATA, teaching experience, and multi-cultural experience desired.

Screening will begin late March.



DIRECTOR OF ALUMNI AFFAIRS

Delaware State College seeks a Director of Alumni Affairs to plan, coordinate, implement, direct and manage the several programs and activities of the office of Alumni Affairs.

This is an excellent opportunity for an experienced alumni professional. Delaware State College has an active alumni association with outstanding leadership on the executive committee.

leadership on the executive commutee.

The successful candidate will be experienced and knowledgeable in alumnir relations. He or she will report to the Vice President for Institutional Advancement. Salary is competitive. Send letter of application to Dr. William W. Tromble, Vice President for Institutional Advancement, Delaware State College, Dover, DE 19901.

The successful cardifdate wift be experienced and knowledgeable in alumine relations. He or she will report to the Vice President for institutional Advancement, Salary is competitive. Send teter of application to Dr. William W. Tromble, Vice President for institutional Advancement, Delaware State College, Dover, DE 19901.

***Service College, Dover, DE 19901.**

***Techns spoken English classes; provides individual tutorisis; participates in test administration and sorting. Registers in test administration and sorting registers in test administration and sorting registers in the service of the provides individual tutorisis; perticipates in test administration and sorting registers. Service of the provides individual tutorisis; perticipates in test administration and sorting registers. Service of the provides individual tutorisis; perticipates in test administration and sorting registers. Service of the provides in the provides individual tutorisis; perticipates in the service of interest of the English Language Individual tutorisis; perticipates in the province of the English Language Individual tutorisis; perticipates in the province of the English Language Individual to the English and Service of the English Language Individual to the English and Service of the English Language Individual to the English and Service of the English and Service of the English and Service of the English Language Individual and the English and Service of the English Language Individual and the English and Service of the English Language Individual and the English and Service of the English Language Individual and the English and Service of the English and Service of the English and Service of the English Language Individual and the English and Service of the English Language Individual and the English and Service of the English and Service of the English Language Individual and the English and Service of the English Language Individual and the English and Engl n. 614/292-4054; 1961 Tuttle Park Place. Columbus. Otto 43219. The Ohio State University is an Equal Opportunity. Affirmative Action Employer. Qualified women, tolerants and disabled individuals are encouraged to apply.

English as a Second Language: Full time RSL instructor to begin September 15 for

Northern Michigan University is an Affirmative Action, Equal Opportunity Employer.

IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

Director of Federal Relations

lows State University mones applications and nominations for the position of Director of Federal Relations. The Director of Federal Relations reports to the President of the University.

The Director of Federal Relations is responsible for coordinating all university activities which involve Congressional or federal administrative agency approval and/or funding. The Director of Federal Relations, through the Provost, will work with all of the university's colleges to ensure the development of a coordinated approach to Congress and all federal agencies. The Director of Federal Relations will coordinate the ersity's communications with the lowa Congressional delegation and also will coordinate the process of informing university personnel on matters concerning federal relations

The successful applicant will hold an advanced university degree and should have at least three years of university experience, which may include experience in Undergraduate or graduate reaching, research, or university administration. Substantial experience in legislative relations, either at the federal or state level, is essential, as is a thorough knowledge of federal legislative and administrative practices and procedures. Strong written and oral communication skills are essential. Salary range is \$70,000 to \$80,000 annually.

lows State University, a member of the Association of American Universities, is a comprehensive land-grant university located in Ames, Iowa, Iowa State has 25,000 students, 1,600 faculty members and an annual budget of approximately \$550 nullion. The University offers undergraduate, graduate, and professional degrees through its colleges of Agriculture, Ilusiness, Design, Education, Engineering, Family and Consumer Sciences, Liberal Arts and Sciences, Veterinary Medicine, and the Graduate College.

Applications and nominations will be accepted until the position is filled. Applications should include a resume or curriculum via and the names, addresses and telephone numbers of three references. The process of reviewing applications and nonmations will begin March 30, 1992. Applications and nonmations should

Mr. Thomas M. Hamilton, McGladrey Search Group, 400 Locust Street, State 690, Des Moines, Iowa 50309 (515) 282-0221, FAX (515) 284-5923

lows State University is an equal upportunity/affirmative action employer and encourages the applications of and nominations of women and minority candidates.

Northern Michigan University **COORDINATOR FOR** INFORMATION TECHNOLOGY

POSITION: Coordinator for information Technology. Tenure track faculty position, annual appointment. Starting July 1, 1992. position, annual appointment. Starting July 1, 1992.

DUTES: Reports to the Dean of Library and Learning Resources. Coordinates maintenance, upgrades anctor system replacement of Library's LS/2000 automation system. Supports the library's microcomputer-based applications. Supervises the installation and maintenance of CD-ROM LAN. Provides technical expertise in telecommunications and networking. Pasticipates in policy and operational decisions on all aspects of library automation, electronic information delivery and office automation. Provides leadership in further enhancing library services through innovative use of available technology. Performs special project assignments and other related duties as appropriate.

other related duties as appropriate.

QUALIFICATIONS: ALA accredited MLS or MS in information technology required. Second master's degree and/or Ph.D. preferred. Professional experience in the maintenance of integrated library automation system. Expertise in microcomputer-based applications, telecommunications and networking. Familiarity with application of information technology in library services. Good interpersonal, organizational and analytical skills. Good oral and written communication skills.

MINIMUM RANK AND SAIARY: Assistant Professor, \$28,000. Competitive. Depending on qualifications and experience.

BENEFITS: 22 paid vacation days. 12 days of sick leave accumulative. 9 1/2 paid holidays. Choice of group medical and dental insurance. State relifement benefits. THE LINIVERSITY AND LIBRARY AND LEARNING RESOURCES: UW-

THE EINVERSITY and LIBRARY AND LEARNING RESOURCES OVER Whitewater offers baccalaureate degrees in 60 fields and graduate degrees in select areas, it is located 45 miles from Madison, 50 miles from Milwaukee, and 110 miles from Chicago with easy access to cultural, educational and recreational activities. The Library and Learning Resources serves over 600 faculty and academic staff and 10,400 students. It has a collection of over 400,000 volumes, 5000 serial subscriptions, with a staff of 44 FTE and about 100 student assistants. APPLICATIONS: Deadline of application: March 25, 1992. Send letter of application, résumé, 3 current letters of reference and transcripts to:

Dr. Hat-ping Shao Dean of Library and Learning Resources Harold G. Anderson Library University of Wisconsin-Whitewater Whitewater, WI 53190

UW-WHITEWATER IS AN EQUAL OPPORTUNITY EMPLOYER.

dosaler to BLI Director, eto Department of English, Illinois State University, Normal, Illinois State University, Normal, Illinois 61761. ISU is an AAE.

Environmental Health: Indiana State University seeks an Assistant Professor, temporatorial Aquatic Toxicologist, Assistant Associator of Blookyr, the temporatorial professor, temporatorial Aquatic Toxicologist, Assistant Associator of Blookyr, the temporatorial professor, temporatorial Aquatic Toxicologist, Assistant Associator of Blookyr, the temporatorial Aquatic Toxicologist, Assistant Associator of Blookyr. Environmental Science/Toxicology: Environmental Aquatic Toxicology: Environmental Aquatic To





The Fielding Institute, founded in 1974, provides accredited graduate programs in Clinical Psychology and Human and Organization Development to mid-life and mid career adults. Fielding serves the growing number of well-educated professionals who demand the highest standards in graduate education and who wish to combine further study with continuation of their professional and personal responsibilities. Located in Santa Barbara, California the administrative offices serve a student body of approximately 800 and a faculty of 58.

Director of Institutional Advancement

The Helding Institute invites applications and/or normalions for the position of Director of Institutional Advancement. The Director reports directly to the Provident and has responsibility for the planning and implementation of a comprehensive fund-raising program including annual fund, corporation and foundation grants, planned giving and capital projects.

foundation grants, planned giving and capital projects.

The successful candidate must be results-oriented with an entrepreneurial spirit and the ability to handle multiple tasks simultaneously. A Bachelor's degree is required to graduate degree is preferred, as well as at least five years' fund-raising experience, preferably in an academic setting. A proven record of accomplishment in designing and managing development programs, and budget imanagement is essential. He or she must possess the ability to communicate effectively both in writing and verbally with a wide range of constituencies. This position involves some travel.

To apply for Director of Institutional Advancement, please submit letter of application addressing qualifications, current resume, and the names of three current professional references to.

Director of Institutional Advancement Search Committee The Fielding Institute 2112 Santa Barbara Street Santa Barhara, CA 93105

Program Director

The Fielding Institute invites applications and/or nominations for the position of Program Director of the Human & Organization Development Program FIOI) is an interdisciplinary doctoral program in the social/behavioral sciences. We are philosophically committed to a global perspective and the promotion of harmony and social justice. We altract mid-career professionals who wish to pursue graduate education while maintaining their current location, work, and family responsibilities. While faculty are located throughout the U.S., Program Directors are full-time and based in Fielding's administrative headquarters in Santa Barbara.

Santa Isarbara.
Responsibilities include working with program chair and other program directors; extensive collaboration with field faculty regarding curricular, student, and research projects; academic advising/facilitation; research training; program administration; and admissions. Qualifications include an earned doctorate in the social sciences or business/management/administration; supervision of doctoral research; experience with and commitment to multicultural issues; student advisionment; experience with adult students; and programming design if you are unfamiliar with Fielding, please request an HOD brochure by calling 805-687-1099 x134.

To apply for HOD Program Director, please submit a cover letter describing the fit between your experience and the qualifications outlined above, a curriculum vitae, mames/addresses/phone numbers of three references, and a 2-3 page essay on a matter of great concern and/or interest to you. Please send materials to:

HOD Faculty Search Committee The Fielding Institute 2112 Santa Barbara Street Santa Barbara, CA 93105

The Fielding Institute, an equal opportunity and affirmative action employer, is committed to cultural diversity and encourages applications from women and



GONZAGA UNIVERSITY

COORDINATOR FOR RESIDENCE LIFE

Under the supervision of the Associate Dean of Students, the Coordinator shares in the initiation of campus-wide student development; serves as a Dean of Students' central staff member: assists in matters robated to student discipline, staff selection, training and development, residence hall staff, assists in coordinating campus activities; thank, and develops 40 residence hall staff, assists in coordinating campus activities; and advises the Residence Hall Congress; handles nightly crisis Intervention activities; coordinates Student Life weekend on-call schedule. The Coordinator enduavors to develop the social, enotional, spiritual, intellectual, and physical needs of student residents, and provides direct service to students in all aspects of sudent development. The successful candidate will have organizational skills, a sense of lumor, a keen sense of purspective, and sensitivity to the educational and environmental issues of a festit institution. In midnition to the salary, the Coordinator receives a private apartment with path utilities.

Sonzaga is a Jesuit, Catholic university founded in 1887 and located in Spokane, Washington, it enrolls 4,000 students in seven schools. APPLICATION PROCEDURE: Call the Conzaga University employment [OBLINE (24-hour recording) at (509) 484-6816 to request application packet; submit completed application with felter and references by 4/10/92.

Gonzaga University is an AA/EEO Employe

Environmental Sciences: Assistant Profes-sor. The Department of Biological and En-vironmental Sciences, invites applications with major issues in Jean education. A

sor. The Department of Biological and Environmental Sulences Invites applications for a tenure track realision at the assistant professor level beginning August 1992. Ph. D. preferred. The department offers the B. S. and M. S. degree in Ecovironmental Science. The environmental Science. The environmental Science. The environmental Science of the person selected. The Association is a quality, solid waste management, and water quality. Applicants should have a broad background in environmental science, high metivation to teach, and demonstrated inferest in research. Screening will begin April 15, 1992 and continue until position is filled. Send a curriculum vitage interested should be submitted as soon as possible as acreening of applications will begin in mid-March. Pleass address correspond to the person selected. The Association is filled. Send a curriculum vitage, laterance of the person selected. The Association is filled. Send a curriculum vitage, laterance of the person selected. The Association is filled. Send a curriculum vitage, laterance of the person selected. The Association is filled. Send a curriculum vitage and the cattern of the person selected. The Association is filled. Send a curriculum vitage and the cattern of the person selected. The Association is filled. Send a curriculum vitage and the cattern of the person selected. The Association is filled. Send a curriculum vitage and the cattern of the person selected. The Association is filled. Send a curriculum vitage and the cattern of the person selected. The Association is filled. Send a curriculum vitage and the cattern of the person selected. The Association is filled. Send as the cattern of the person selected. The Association of American is send to person selected. The Association of American is send to person selected. The Association of American is send to person selected. The Association of American is send to person selected. The Association is a filled. Send to person selected. The Association is a filled. Send to person selected. The

Exercise Science: Assistant Professor in Resercise Science with repearch specialization in Exercise Psychology or Exercise Physiology. Pull-time, tenure track, academic-year appointment beginning September, 1992. Qualifications: Ph.D. or equivalent. Post-doctoral experience preferred. Responsibilities; Perform extransibility-funded research involving graduate students. Teach in (1) the respective area of expertise and (2) either in Research Methods/Measurement Theory or Biomechanics. Advise undergraduate and graduate Exercise Science students. Serve on appro-



UNIVERSITY OF ILLINOIS AT URBANA - CHAMPAIGN

Associate Director of Housing-Residential Life

The Associate Director is responsible for planning, managing, and coordinating the total Residential Life operation of Housing Division which involves comprehensive responsibilities for student housing, including undergraduate and graduate student housing, family housing, food service, conference services, maintenance and custodial services. The Associate Director assumes leadership in coordinating program development with other departments in the Division of Student Attairs. The Housing Division provides facilities for nearly 11,000 students, has a full-time staff approximating 700, and has an operating budget in excess of 40 million dollars. The Housing Division is a completely self-supporting auxiliary enterprise.

Ph.D. degree in Student Personnel, Higher Education or other related field preferred. A Master's degree in the same or other related area is

required as a minimum.

Seven years of administrative experience at a significant level of authority and responsibility in a college housing program at a major residential

university.

A proven track record as an effective leader and trainer, demonstrating good communication and analytical skills.

A demonstrated respect for, and understanding of, college students.

Starting Date: Regular, full-time position is presently open; beginning date is negotiable.

Starting Salary: Competitive Application Deadline: April 3, 1992. (This is an extended deadline.)

Send letter of application, résumé, and three letters of reference to: Thomas Seals, Chair c/o George Shoffner Director of Housing 200 Clark Hall 1203 South Fourth Street Champaign, Illinois 61820 (217) 333-0611

The University of Minols is an Affirmative Action, Equal Opportunity Employer.



OKLAHOMA STATE UNIVERSITY

Director of Athletic Academic Services

RESPONSIBILITIES: Oversee ecademic support services for all etudent-ath-letes. Bervices include scademic counselling, enrollment assistance and monitor-ing, tutorial program, study hall, student stills enhancement, scademic programs monitoring and orientation for new student-athletes. Supervise three full-time counsellors. Maintain close leison with OBU coaching staff, academic Instructions, University Academic Bervices, and other academic support areas. Administra-athletic counseling budget. Serve on Athletic Director's administrative cabinet. QUALIFICATIONEs Mester's degree required, doctoral degree preferred in appro-priate area of specialization. Minimum of three years' experience in university level teaching, sedemic advissment or athletic administration. Candidates should pos-sess strong leadership and communications skills and have a good knowledge of NCAA eligibility rules.

APPLICATIONS: Send letter of application and résumé with three references to:

Or. Norman Durham, Chair, Bearch Committee for Director, Athlato Academia Services Oklahoma State University 101 Whitchurst Hell Stillwater, OK 74078-0004

in order to receive full consideration, application materials should be submitted by Friday, March 27, 1992.

Extension Home Exonomics: NMSU Coop-grative Extension Service, Dona Ana County, New Moxico, County Extension Home Economist—EFNER with Master's Degrae or may be under-filled as Extension Associate with Beckelor's Degrae. At least one degree in Home Economics. Raply to Dan Liester, Southwest District Degrae. one tester a robust economics, kepty to Dan Lietner, Southwest District Department Head, Box 1AE, New Mexico State University, Las Cruces, New Mexico 88003; Telephone 305-646-1541. Deadline for letter of application, resume, unofficial transcripts, names, addresses and phone mimbers of three references: March 30, 1992. New Mexico State University is an EEO/AA employor.

1992. New Mexico State University is an EEG/AA employer.

Facilities Management: Iowa State University invites applications for Coordinator of Facilities Inventory and States. This position directs utilization atudies and develops recommendations for improved space use. Administers the facility inventory database development, maintenance and applications. Malatalina accuracy of information unrough regular contact with each departmental analysis and space utilization studies, recommends apace realization studies, recommends apace realization studies, recommends apace indication studies, recommends apace prediction studies, recommends apace prediction studies, recommends apace projection at the studies of space standards and projection electricians, direct systematic accumulation of information to study department space and meets with department is to interpret audit results and recommend apace realized on based on results; sastists to long reange planning of space management and classing of space management a

priate scademic committees. Salary: Commonsurate with qualifications and experience. Application: Send letter of application, current curriculum viae, three reprints of current research, and names, addresses, and phone a numbers of four references to: Dr. R. B. Armstrons, Exercise Science Search Committee, Physical Education Building, University of Ceopta, Alberts, Georgia 30602. Deadline. Applications appeared through March 20, 1992 are assured of consideration. A Aftirmative Action. Equal Opportunity Employer.

Facilities Managementi Iowa State Univer-sity invites applications for Coordinator of instructional Facilities. This position nun-sees general university instructional facili-ties including classroom maintenance and improvement, classroom scheduling and

Family Studies: In addition to a previously saverlised position, the Department of Child and Family Studies, University of Wisconsin-Medison, invites applications for an anticipated temper-track Assistant Professor position starting January, 1993. Candidates should have active research appealed in the area of family studies. Research focus is open, but we are particular-



NATIONAL TECHNOLOGY TRANSFER CENTER WHEELING JESUIT COLLEGE

Immediate Opening: Associate Director of Education

Position Description: Responsible for working with the Director and staff in the design, development, implementation and assessment of a national technology transfer education program and training for the enhancement and improvement of the transfer of research from Pederal Research Laboratories and other research programs to the private sector. Assist in the development of undergraduate and graduate programs in technology transfer.

Qualifications: Doctoral degree with specialization in engineering or technology education. Teaching and research experience at the university level. Background and experience in curriculum design and development in engineering and/or technology education. Minimum of three years business and/or industrial experience including responsibility for the design, development and delivery of education programs. Successful record of research and project gran development and administration.

Salary: Commensurate with background and experience.

Application Procedure: Submission of letter of application, three letters of recommendation, undergraduate and graduate school transcripts, and curriculum vitae together with related atticles or publications concerning technology transfer and technology and/or engineering education. Send application to: Director of Education and Training

Attention: Shanthi Himalaya National Technology Transfer Center Wheeling Jesuit College 316 Washington Avenue Wheeling, West Virginia 26003. Closing date for application April 17, 1992, Affirmative Action/Equal Opportunity Employer



Director of Computing & Information Systems

MAJOR RESPONSIBILITIES: Management responsibility for central computing services on the Okiahoma Sinte University campus, the development of campus wide information systems, and coordination of computing activity for the campus CAIS has 62 FTE technical and professional staff under the supervision of the departmental directors, a 50 0 million namual budget, and sales and service are nue of \$815,000.

Responsible for the management, fiscal planning, supervision, and coordinates of the Administrative Systems Development and the University Computer Center through the respective departmental directors. neible for the development of short-term goals and long-range planning for the and administrative computing, electronic communications, and ne-

Establish and maintain policies and lacitities that will provide comput information agretices responsive to campus needs for instructional principles and sudministration and administrational systems.

Reports to the Provost/Vice President for Academic Affairs. Prepuris to the Provosyvice President for Academic Arisins.

QUALIFICATIONS: Extensive and proven experience in managing a comparable information technology operation at a large academic institution. Demonstrated achievement in utilization of technology to improve administrative data for desired action, support for state-of-the-art research activities. A strong educational background, support for state-of-the-art research activities. A strong educational background with an appropriate advanced degree (M.S. or higher) required. Salany is commensurate with qualifications and experience.

APPLICATIONS: Send letter of application and résumé with three references to

Dr. Charles Bacon, Chair, Search Committee for Director. Computing and information Systems Office of Academic Affairs 101 Whitehurat Hall, Oktahoma State University Stillwater, OK 74078-0004

In order to receive full consideration, application materials should be submitted by Friday, March 27, 1992. OKLAHOMA STATE UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER COMMITTED TO MULTICULTURAL DIVERSITY, WOMEN & MINORITIES ARE ENCOURAGED TO APPLY.

improvement, classroom scheduling and coordination and use of the Schedule 25 subomated classroom scheduling software. Coordinates the departmental course offerings with appropriate rooms, administers special event scheduling for classrooms, preparas room and early manufacture and the broader socio-historical context. Responsibilities include teaching graduate and the broader socio-historical context. Responsibilities include teaching graduate and undergraduate courses, supervising MS and Ph.D. students, conducting high quality research, and obtaining external funding contents of the position of the context of application in administration/panagement in characteristics. Application and obtaining external funding external funding external funding external funding the properties of application in administration in a previous program, the College operates a responsibilities include teaching graduate and undergraduate courses, supervising MS and Ph.D. students, conducting high quality research, and obtaining external funding contents of ABD status in Babian and Operation of ABD status in Babian and Operation in ABD and the properties of application and resume to Characteristics of application and resume to Caracteristics of application and resume to Caracteristics of application and resume to Caracteristics of ABD status in the properties of the position starting languary. 1992. Send vita, three constitutions of preparation of application in the properties of the position starting languary. 1992. Send vita, three constitutions of preparation of application in the properties of application in the properties of the position of the position is administry and resume the properties of application and resume to the position of the position of the position of the position of the properties of the properties of the position of the properties of the position of the position is a constitution of the position of the properties of the position of the position of t

BULLETIN BOARD: Positions available

Lake Charles, Louislana DIRECTOR, ENVIRONMENTAL RESEARCH CENTER & RECION, ENVIRONMENTAL RESEARCH CONSORTIUM SPILL REMEDIATION RESEARCH CONSORTIUM

McNeese State University

McNeese State University invites applications for the position of Director, Environmental Research Center and the Spill Remediation Research Consor-tium the opening will be effective July 1, 1992. The Director will report to the pean, Graduate School and Research Services. Dutles will include administer-pray, developing, and reviewing research programs; acting as liaison between the university and state and national funding sources; and stimulating devel-tion and submission of grant proposals and procurement of grants. he unveisity and state of a rank proposals and procurement of grants. Qualifications for the position include:

 An earned doctorate and academic achievement that merits faculty aprolntment at a senior rank.

ponument at a series ratio. • Experience as an environmental research director or senior researcher. Experience as an environmental research director or senior researcher.
 Experience in grant/contract procurement and management.
 An established administrative record reflecting organizational skills.
 Ability to monitor and maintain institutional & governmental regulations. Good communication and public relations skills. Salary for the position will be commensurate with qualifications and expen-ence and will be state (hard money) based.

Preferred qualifications include: e Research and publication in the area of hazardous substance spill remedi-

• Contacts or membership in organizations with such interests.

• Contacts or memoership in organizations with such interests.
University and Location: A regional state university offering a full range of bacalaureate and graduate programs. McNeese State currently has enrolled 7,500 FE students. 1,100 of whom are gradate students. The university is located in Lake Charles, a seaport city of approximately 75,000 in scenic Southwest Louislana. The area has strong farming, fishing, timber, and petrochemical industries. Recreation includes water sports, hunting, fishing, cajun folk music and festivals, community theatres, and symphony orchestra. Applications: A letter of application, vita, and the names, addresses, and one numbers of at least five references should be sent to:

Dr. Thomas G. Wheeler, Dean Graduate School and Research Services P. O. Box 90655, McNeese Station Lake Charles, LA 70609-0655 Applications will be accepted until the position is filled.

An Altimative Action, Equal Opportunity Institution

Rollins College Winter Park, Florida

ASSOCIATE DIRECTOR OF **ADMISSIONS**

lollins College, a private four-year liberal arts college, is seeking nominations and applications for the position of Associate Director of Admissions. Rollins is a highly selective institution cited annually as one of the best regional colleges in the South. The Associate Director of Admissions is a sentor position and reports to the Dean of Admissions and Student Financial Planning.

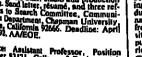
The Associate Director of Admissions supervises major office unctions including operations staff development and performance, office systems, budget expenditures, publica-tion design and mailings, office interview schedules and student ambassador selection and utilization.

Qualifications include a B.A. degree, M.A. preferred, 3-5 years admissions experience with supervisory responsibility, an understanding of information systems and the capacity to analyze and evaluate data, excellent communication and organizalonal skills, and the ability to work effectively with prospective students and parents. Some travel may be required.

Weoffer a competitive salary and excellent benefits including full fution remission for qualified employees and dependents. Interested candidates should submit a resume including three professional references, and salary history by including three professional references, and salary history by April 5, 1992, to: Manager, Employment, Training & Development, ROLLINS COLLEGE, 1000 Holt Avenue - 2718, Winter Park, FL 32789.

Rollins College assures equal employment opportionly through a continuing and effective aftermative action program. Minorities and women are encouraged to apply. Rollins College maintains a moking campus.





signification department of Financial Economic and Indian Marketing State University of State University Congration Office and Indianton, College of Business Administration, University of Hawaii, College of State University of State University Congration Office of Presente finance with preference for candidates with interests in the Asia/Pacific Bate reion. Reason in contractum development, meason in Beld, institutional and least Doctorate in Business with a major in without from a recognized institution. ABID that at the university level; demonstrated and the university level; demonstrated with the university level; demonstrated with the university level; demonstrated with the university level; demonstrated state, and resume to Dr. Steven M. Dawis, Esponsitive of the present of Financial Economy, 2007, p. 1997, p. 1997

Romance, and other studio and production classes. Sand letter, resume, and three references to Search Committee, Communications Department, Chapman University, Orange, California 92666. Dendline: April 5, 1972. AAEOE.

Shance Assistant Professor. Position Number 23121. College of Business Administration, Department of Financial Economies and Institutions; full-time, temperature of the control of the control

of Development for Athletics

Associate Director

Physical Education Activities Instructor. Pive year appointment: non-tenue irack. Naster's degree in physical education and teaching experience required. Must be admitted to Auburn University's doctoral program. Opportunity to teach and complete doctoral degree. Teach undergraduate comes from among the indiowing areas: individual and dual aports, team aports, gymnastics, aqualics, dance, Coaching. Send teller of application with statement of professional goals, vita and three letters of reference to: Search Coordinator. Department of Health and Human Ferformance, 2050 Eaves-Memorial Collegum, Auburn University, Al. 36849-3323. Deadline for applications is May 13, 1992. Starling date is September 16, 1092. Auburn University is an Afrimative Action. Equal Opportunity Employer, Minorities and women are encouraged to apply.

AUBURN

UNIVERSITY

DUKE UNIVERSITY THE DIVINITY SCHOOL

History of Christianity in America

Duke University Divinity School seeks Duke University Divinity School seeks to appoint a faculty member in the field of History of Christianity in America. Full-time teaching experience as a laculty member and substantial completed scholarly publication is required. Rank, salary and tenure are dependent. nexperience and qualifications. Nominations and applications should be sent to Arts. Clara Godwin, Office of the Dean, The Divinity School, Duke University, Durham, North Carolina 2770b. Duke University is an equal op-

This position reports directly to the Executive Director of the Kent State University Foundation and University Development and has a direct relationship with the Director of Intercollegiate Addences. This person will: plan, direct, and manage the athletic fundraising programs including the cubis ation and solicitation of contributions in support of athletic programs, from alumni, friends, corporations and foundations, based on priorities established by the Director of Intercollegiate Athletics in conjunction with the Executive Director of the Kent State University Foundation & University Development. Serves as the Executive Director of the Blue & Gold Club, the official fundraising organization for Intercollegiate Athletics. Candidates should possess appropriate degrees, have progressively more responsible fundrasing experience in higher education, preferably in Intercollegiate Athletics, and have demonstrated success in securing major gifts from individuals, corporations and foundations. This position requires strong communication and interpersonal skills with substantial experience in both writing and presenting

Kent State University, the third largest State University system in Ohio, is a National Collegiate Athletic Association Division Unistitution (playing I-A football), a member of the Mid-American Conference, and a member in the prestigious Central Collegiate Hockey Association. Offering 10 mens varsity sports and 8 womens varsity sports, total enrollment is approximately 33,000 students with programs ranging from associate degrees in seven regional campuses to baccalaureate, masters, and doctoral degrees on the Kent

Salary will be commensurate with experience with an excellent fringe benefits package. Submit letter of application with current resume and three letters of reference by March 27, 1992 to.

> Charles L. Salomon Executive Director Kent State University Foundation & University Development P.O. Box 5190 Kent State University Kent, Ohio 44242

> > An Equal Opportunity Agreements, Action Couplings



The Claremont Graduate School

Peter F. Drucker **Graduate Management Center** DEVELOPMENT OFFICER

The Claremont Graduate School is seeking an experienced development professional to serve as development officer for the Peter F. Drucker professional to serve as devek Graduate Management Center.

Gratuate Management Center,

The position is responsible for creating and executing a development plan
for all source areas, serving the Board of Visitors, Alumni Council and other
support groups. As a member of the development staff team, will coordsnate prospects and strategies with other development officers. The successful candidate will have five or more years of progressively

responsible positions in development with a dem achievement. The Claremont Graduate School is a member of The Claremont Colleges.

The Claremont Colleges Personnel Services 150 E. Bih Street Claremont, CA 917 I I EOE/AA M/F

}*********************************** position in French, beginning September, 1992. Ph.D. la French or Forelan Language Education with interest in Hinguistica expertise in pedagogical and foreiga language becaused innovative atrategies, willings to work with faculty and students to improve the department offerines. Previous teaching experience, preferably with Mexican-American students. Candidate should be dedicated to excellence in teaching, scholarly research, and have a strong commitment to high academic and professional standards both in and out of the classroom. Salary to \$28,137 for rune morths, Send application together with vits and reference letters to Dr. Lino Garcis, Ir., Chair, Department of Modern Languages and Literatures; The University of Texas Pan American; 1201 West University Drives Edinburg, Texas 78539. An ERCVAA complayer.

French: Pull-time, tenure track position in the Department of Foreign Languages at Erakise Collega. Candidates should have an earned doctorate and a commitment to teaching. Assistant Professor rank to begin fate August 1992. Teaching responsibilities include elementary, insermediate, and ad-

Foreign Languages/Spanish Academic year mosilion available September 1992, at Darton College, a two-year unit of the University System of Georgia. Requires master's degree and 27 quater or 18 same ster bours at the graduate level in Spanish with a commitment to complete that much graduate work in a second field within 3 years. Doctorate preferred with 27 quater or 18 semester bours at the graduate level in each of two teaching fields, one of which is Spanish. Other preferences include: five years' teaching arperience, preferably is a community college; experience destinates a foreign language program; experience working with citizen's groups; experience working with citizen's groups; experience recruiting students; and travel abroad. Responsibilities include: teaching three free-hour courses per quarter (ausumer optional), some or all of which will be in Spanish; developing the foreign language program; excelente advising assistance with division projects, planning and development; committee work; and community service. On the complete studies will begin March 27, 1992 and compete to the development and position is filled. A complete application includes: resume; letter addressing above responsibilities and qualifications, plus statements reflecting application, plus statements reflecting application, plus statements reflecting and scripts. And his includes: the state of the control of Business, Mississippi Sisse University—
Meridian Campus, 90 Highway 19 North,
Meridian, Mississippi 39307. Deadline:
April 30, 1992, or unitd position is filted.
MSU is an AA/REO Employer.

Food Technology/Extension: New Mexico
State University Cooperative Extension
State University Cooperative Extension
Service—Extension Associate as Food
Technology Specialist, for Rural Agricul
Technology Specialist, for Rural Agricul
Tural improvement and Public Affairs Protural improvement and Public Affairs Protural improvement and Public Affairs Pro-

in western south Catchestor, terrure-track, Pali 1992. Ph.D. required. To teach understand in the language and literature courses. Scholarship easemila for promotion and tenure. Salary commensurate with qualifications and experience. Bend dossier and 3 letters of recommendation by March 31, 1992 to J. K. Gardner, Head, Department of Forelan Languages. Berry College, Rome, Georgia 30149. EOE. French: Assistant Professor, tenure-track. Ph.D. to hand, publications, competence in comparative literature and contemporary critical theory, proven excellence in teaching, near-native to native fuency. Women and minorities are encouraged to apply. Deadline: March 20, 1992, Letter of application and curriculum vitee to Andrew Suozzo, Chair; Modern Languages; Depail University; 202 West Belden Avenue; Chicago, 15/mois 60614-3214. Geography Earth Science: Tenture I rack far-thy position available August 19, 1992. Re-sponsibilities include developings and teach-ing courses in geography and earth science. Master's degree required, doctorate pre-terred. Teaching experience desired. Can-didates able to teach acteure methods or desired with the operation of a planeterium

French: #F91/92-49—Assistant Professor of French. Tenure-track assistant professor

ASSISTANT DIRECTOR **DENISON UNIVERSITY** GRANVILLE, OHIO

Denison University, a selective independent, coeducational college of liberal arts and sciences with 1900 students, has an opening beginning July 1, 1992 for a person whose major responsibility will be multicultural recruitment. Title and salary dependent upon experi-

ence.

Denison University, which this year celebrated the 12th anniversary of its General Educational requirement in Women's Studies and Black Studies, is aggressively seeking to increase the enrollment of traditionally underrepresented ethnic groups.

Qualified candidates should have 3-5 years' experience in admis-sions or equivalent in sales, business or education. Experience in a selective liberal arts college strongly preferred.

selective liberal arts college strongly preferred.

This position has responsibilities typical to the admission profession such as: recruitment of multicultural students, as well as having responsibility for geographical recruiting of all students, visiting secondary schools for several weeks, implementing telemarketing and on-campus visit programs, interviewing and reading applicant files.

Review of applications will begin immediately and continue until the position is filled. BAVDS required, PAVMS preferred. Excellent organizational, interpersonal communication skills required. Nominations, questions, and applications, including letter, resume and names of three references, should be directed to:

William W. Denneti Dean of Admissions and Financial Aid Denison University, Box H Oranville, Oli 45025 Oranville, OH 43023 Toll-free: 1-800-DENISON or 614-587-6627 Consideration of candidates will begin May 4 and continue until the

DENISON UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER WOMEN AND MINORITIES ARE ENCOURAGED TO AFFLY

may receive additional consideration. Sub-mis applications to Roger Rand, Chairman, Division of Muhamatics, Science and Technology, Valley City State University, Valley City, North Dakota 58072; tele-phone (701) 845-7452. Applications com-plets with disumés, transcripts of under-graduate and graduate education, and at least three letters of reference submitted by the referres or the electment office directly to the Division Chairman must be received

consideration. VCSU is an ADELEU.

Graphic Designs Senior Graphic Designer.
New Mexico State University seeks experienced graphic designer. Bacticlor's degree in graphic design or equivalent degree
and one to two years' experience required;
preference will be given for Macintosh experience, Résumés tinclude Macintosh experience), references, galary requirements,
alides/ammigles to Graphic Designer Search,
information Services, Box 30001, Departmon 3K, (Room 183, Milton Hall), NMSU,
Las Cruces, New Mexico 85003 by April
13, 1992; 503/646-1607. BEOJAA.

Is, 1994; Surveiner. Recording the life of South Daketa is accepting applications for our Greek Advisor position. The Greek Advisor is a member of the central Rasideestia Life supervisory team, and reports directly to the Director of Residential Life. Responsibilities: direct all aspects of a 14 chapter Greek life program; supervise a graduate

cation, resume, and the names, softesses, and phone numbers of three references to: Jean Morrow, Director of Residential Life, University of South Dakota, 414 East Clark Street, Vermillion, South Dakota 57069-2390, interviewing at ACPA and NASPA. AA/ROB.

Health-Continuing Education: University of Nevada School of Medicise is tooking for an Education Coordinator in Eliko, Nevada. This education program specialist will be responsible for assessing, planning, implementing, and evaluating namet continuing education preds of health care professionals in rural/frontier Northern Nevada. Full-time professional position requiring overnight travel and describe schedule. Minimum of baccalcured degree in suraing or comparable clinical health related



HOPE COLLEGE

HOLLAND, MICHIGAN 49423

Resident Director

Hope College invites applications for two full-time professional Resident Director positions. Hope College, located in Holland, Michigan, is a distinguished and distinctive four-year, liberal arts, undergraduate college, affiliated with Reformed Church of America

The Resident Director will develop and administer a comprehensive community and student development program in a residential facility housing 250-300 students. RESPONSIBILITIES: Supervision, training, evaluation of staff, programming, in-service training, policy implementation, safety and security, counseling/referral, adjudication of disciplinary cases, leadership and community development, advisament of hall council, and those assigned by the Director of Housing and Residence Life.

The position will also require collaborative work in other areas of student development, including, but not limited to, multicultural life, chaptain's office, health services, and special programming.

QUALIFICATIONS: Master's degree preferred in College Student Personnel, Counseling, or related field, plus residence hall experience. REMUNER-ATION: A ten-month contract, with a competitive salary, spacious apartment, meal plan and benefits. A letter of application, current resumé, and three letters of recommendation should be sent to:

Ruth A. Klungle Assistant Director of Human Resources Hope College Holland, MI 49423

Application deadline is March 31, 1992. Starting date to be announced. Representative will be attending ACPA.

Hope College is an Equal Opportunity Employer.

Ten-month live-in positions. MA required in student personnel/development or related field of study. Preferred: previous experience in residence hell administration. Responsibilities include: supervision of 8-14 undergraduate staft; community development and programming in halls for 400-600 students, academic advising and counseling, and system-wide workshop development and participation. \$16,800 (ten-month) plus apartment and meals ourning the appointment period while the dining centers are open. Starting date is August 3, 1992. Send letter of application, résumé, and three letters of reference or credentials to Robert A. Hartman, Associate Director of Residence/Housing. University of Northern lows. Cedar Falls. Iowa 50614-0252. Screening of applications will begin March 2. Applications will be considered until all positions are filled. Will interview at ACJHO-1 Cythosii and NASPA. UNI is an affirmative action, equal opportunity educator and employer. Minority persons, women, Vietnem era veterans and disable persons are encouraged to apply. UNI employs persons who are fagally authorized to work in the United States as eslabilished by the immigration Reform and Control Act of 1986.

THE TATNALL SCHOOL

Director of College Guidance

Tainall School seeks an energetic, self-directed college guidance or college admissions professional to assume position on July 1, 1992.

Tainali is an independent, coed day school of 680 students, grades N-12, serving northern Delaware and nearby Pennsylvania, New Jersey, and Maryland. Upper School student body size is 235. Graduates are prepared to enter the nation's finest colleges.

Attractive salary and benefits, including tuition remission, TIAA-CREF.
Ability to teach and/or coach preferred.

Edward C. Lingenheld

Headmaster Tainall School 1501 Barley Mill Road Wilmington, DE 19807

Send resume, writing sample, and three references to:

Residence Hall

Coordinators

University of Northern



DIRECTOR OF STUDENT AFFAIRS

DSF at Sarasota seeks applications and nominations for the pres-tion of Director of Student Attairs. The Director serves two distinclive academic units. New College and the University Program. New College is a highly selective, nationally recognized residential liberal arts college with 520 students and 50 faculty. The college's unrovative academic contract curriculum emphasizes student re-sponsibility, mitiative, and close work with faculty. New College altracts students who take pride in their independence in social and intellectual life. USF's University Program brings nationally accredited professional education to residents of a growing, economically diversitying region through junior, senior and graduate courses in arts and sciences, business, engineering, and relication. Over 1,400 area residents are University Program students.

The Director reports to the Dean and CCO of the Campus and leads a staff of professionals who oversee housing and food service, student activities, tigancial and, personal counseling, health serv ices, career counseling, and recreation. The socressful candidate will be a forceful advocate for student needs, skillful in developing and using staff talents, and experienced in organizational manage-ment, with a career history of expanding professional responsibil-ity. The position requires a high level of bands-on involvement with constituents, who include residential and commuting students, student government officers, and faculty. As a result, non-standard work hours can be anti-ipated. Master's in related professional a specially required, plus six years' experience in student personnel-related activities. Doctorate desirable, Competitive salary and ben-

To apply, submit résumé, current salary or salary needs, three reference fetters, and cover letter to James Leeney, Chair, Student Affairs Sourch Committee, Parkview House, USF at Sarasota/New College, Sarasota, 11, 34243-2197. In your letter, cite the professional training, research, and literature that have been most valuable to you and the approaches or philosophy you find useful in dealing with diverse issues and competing interests in student affairs. Please highlight your programmatic and/or organizational ac-

Representatives will be at NASPA Cincinnati '92 Career Services. March 29-11, to meet with candidates and potential candidates.

Application/Nomination Deadline: April 10, 1992 The search and selection process will be conducted in accordance with provisions of the Government in the Sunshine laws of the State of Florida. Documents related to the search will be avail-able for public inspection. USF is an Equal Opportunity, Affirma-

The University of Tennessee, Knoxville PROGRAM ADVISOR PANHELLENIC AFFAIRS

The Dean of Students Office at The University of Tennessee, Knoxville is in the process of identifying candidates for the position of Program Advisor—Panhellenic Affairs.

Qualifications: Master's Degree preferred. Demonstrated experience in panhellenic affairs, either as advisor or national sorority representative. Starting Date: July 1, 1992.

Salary: Commensurate with education and experience To qualify as a candidate for the position, a resume and list of three references should be received at the following address by 3:00 p.m., Friday, March 27, 1992; however, applications will be accepted until position is filled.

Mr. W. Timothy Rogers Associate Dean of Students 413 Student Services Building Knoxville, TN 37996-0248

UTK is an EEO/AA/Title IX/Section 504/ADA Employer. *******************************

Library: Social Sciences Bibliographer and Assistem Chair, Smaihers Library, University of Florida. Responsibilities: administers, coordinates and provides leadership for the social science collection development and managenesis of coordinates and provides and consequence of the social sciences of ship for the social sciences collection de-velopment and management operations of George A. Smalhers Libraries and has pri-mary responsibility for developing and managing a specific social sciences collec-tion. Analyzes University's social sciences programs; determines needs and priorities, and develops and implantests pleas to en-bance library support of the research and instructional program. Assigned, trains, monitors, and evaluates smill assigned to the social sciences collection management programs. Collaborates with librarians and the social methods. into social sciences collection management program. Collaborates with librarians and in tenository for the U.N. Unesco, programs. Collaborates with librarians and intercollection management policies and programs; and collaborates with library stell to develop rubble and technical service support for library stell to develop rubble and technical service support for library stell to develop rubble and technical service support for library stell to develop rubble and technical service support for library stell to develop rubble and technical service support for library stell to develop rubble service support for library stell to develop rubble services, performance criteria and maintenia budgels. Participates in the library's publicabors and Band-saising programs. Required: A.L.A. generalized I.S. advanced degree, preferably as the Fin.D. level; or commensusurate experiences in a social sciences field; knowledge of and contrained to the gouts of collection management and public service units; significant proparational sections, and computations skills. Minimum 5 years' increasingly responsible experience, preferably in a research library collection management program. Preferred: advanced degree in Psychology. Salary: negotiable degending on qualifications, and computations skills. Minimum 5 years' increasingly responsible experience, preferably in a research library collection analysis of the position, tection skills. Minimum 5 years' increasingly responsible experience, preferably in a research library collection analysis of the position, the proposition of the prop

Library: University of Utah. Head, Docu-ments Division. Responsible for managing the Marriot Library Documents Division, a strong service oriented division of the Pub-lic Services. Department. The Documents Division is a large selective Federal Depos-tiony Library, a Patent Depository Library, and a topository for the U.N., Uresco, FAO, EC and OATT, Technical processing

This position requires a Bachelor's degree in Accounting or Business Administration and 5 years' managerial experience in a Budget Offics, with experience in an educational setting highly destrable. An MBA and CPA are preferred. The successful candidate should have proven experience in developing a budget in a large (over \$20 million in revenue) organization, and possess appropriate computer skills to include experience working with a large on-line budget system. Must also have experience in working with diverse groups and managing people. The full salary range is \$45,115-\$67,662/year, with a starting salary falling within the first half of the range, depending on credentials. Excellent trings benefits. Interested applicants must contact the Office of Human Resources at (301) 279-5373 to obtain an application for vacancy #1041. Applications must be received by 5 p.m. on March 30, 1992.

An EO/AA/Title IX Employer

siudy, and evidence of ongoing professional development through university service, continuing education and participation in professional organizations also destrable. Benefits: Partially peal beath and dental insurance, TIAA-CREF. Reduced tuition, and development time, sick and holiday leave, agadomic leave possible after three years of employment. Additional tringe benefits, Salary; 30,000 plus depending on qualifications; March 31, 1992. Submit letter of applications; March 31, 1992. Submit letter of applications; March 31, 1992. Submit letter of applications; resume and manner, addresses and telephone numbers of three researces and/or Piecement Bureau nddress to: Kathy Ann MacDougall, 310 Marriot Library, University of Usia, Sal Lake City, Utah 34112; (801) 85-3463; fox (801) 53-3646. The University of Usia is an Equal Opportunity. Affirmalive Action Simployer, Women and minorities are encouraged to apply.



Occidental College, a small, private, liberal arts college committed to multi-cultural education seeks applications for:

DIRECTOR OF STUDENT ACTIVITIES Responsibilities include: advising student government, planning and implementing new student orientation programs, campus leadership programming, supervision of 2 assistant directors with responsibilities for clubs and organizations and the Volunteer Programs Center, membership un planning committee for Construction of a new student center, reporting to Dean of Students, Qualifications: MA and 4-6 years' progressive experience including ing advising student organizations, extensive programming, staff supervision, and budget management.

ASSISTANT DIRECTOR OF STUDENT ACTIVITIES

Responsibilities include: feadership development, advising over 80 clubs and organizations, including 7 Greek organizations, advising campus programming board, coordinating event management policies and procedures, organizing alcohol education. Assists Director with orientation and other special events. Qualifications: M.A. and 1-3 years' experience advising student organizations. Knowledge of Greek life and event management concerns returning.

To apply for the above positions, submit resume and letter of application stating an understanding of the liberal arts, the needs of minority students in a maprify setting, and the applicant's qualifications in meeting those needs, include phillosophy of co-curricular involvement. Two reference letters must be received by the deadline date along with complete contact information for \$100.00.

Cathy kramer Associate Dean/Search Chair Occidental Cullege 1600 Campus Ruad Los Angeles, CA 90041

Dearlline to apply: April 3, 1992. Representatives available at ACPA and NASPA. Preconference applications encouraged.

OCCIDENTAL COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER.
WOMEN AND MINORITIES ENCOURAGED TO APPLY

(A Job With A View)

Are you looking for a Hall Director Position that is a cut above the rest? Do all the jobs look the same? What makes our position different? As an RWC Hall Director, you would:

Exparience a small college environment where you can make an impact on students' lives, Enjoy the flexibility to implement your own ideas with a piethora of financial, material, computer, and human resources, Learn to challenge the creativity within yourself, Strive to bring an understanding of diversity and multiculturalism to our campus.

Oh, and the view? Roger Williams College is a four-year, private college overlooking Mount Hope Bay, 60 miles south of Boston, 20 minutes from Newport, Rhode Island, and three hours northeast of NYC.

Send cover letter and résumé for a complete lob description to: Hall Director Search, Student Life Office, Roger Williams College, Old Ferry Road, Bristol, RI 02809. Position open until filled. Priority given to applications received before March 13. Salary and benefits very competitive. Starting date July 1, 1992. Interviews will be conducted at ACPA convention. An Equal Opportunity Employer.

DIRECTOR OF BUDGET

Montgomery College, a multi-campus, community college located in Montgomery County, Maryland, in metropolitan Washington, D.C., is seeking experienced applications for the position of Director of Budget. Reporting to the Director of Finance, this position will be responsible for preparing, analyzing, verifying, and distributing the College's annual operating budget of approximately \$75 million.

Work collaboratively with central staff on all projects,

ROGER WILLIAMS COLLEGE INTERNATIONAL HEALTH CENTER HALL DIRECTOR PROGRAM COORDINATOR

package.

Emory University School of Public Health CENTER FOR INTERNATIONAL HEALTH

New Hampshire College seeks an experienced, energeic admissions professional with a documented track record in strategic planning and marketing/admissions to guide the college's undergraduate domestic and international admissions efforts. The Director reports to the Vice President for Student Affairs and works closely with other student affairs units, central administration and academic units to determine recruitment goals and strategies for freshman and transfer students.

The Director must demonstrate:

• A documented track record in designing, executing, and monitoring a state-of-the-art recruitment system or related

marketing plan.
Strong interpersonal communication (verbal and written) and team-building skills.

team-building skills.

A knowledge of demographics and enrollment trends.

Experience with budget and personnel matters.

An administrative ability to manage complex operations.

A willingness to use innovative and creative approaches.

An ability to work with secondary school and non-traditional students, parents, staff, faculty, and alumni in articulating the college's mission to prospective students.

Candidates must have a minimum of a Master's degree, five

years of admissions experience or similar marketing experience is required. Experience in a computer systems environment is desirable. Candidates must be highly energetic, enthusiastic

Salary based on experience and qualifications. Excellent benefit

Candidates must submit a letter of application, resume, and the

names, addresses, and telephone numbers of three references to: Director of Human Resources. Review of application materials will begin on March 17, 1992, and will continue until a suitable

New Hampshire College 2500 No. River Road Manchester, NH 03106-1045

EOE/AA

college's mission to prospective students.

persons who are seeking a challenge.

The Emory University School of Public Health in Atlanta, Georgis seeks a person for a faculty position at the level of Associate to develop information management systems, essist with development of new progressian in the Center for International Health and easist with establishing conceptions because it in a transfer and back with earliers. establishing cooperative programs in international health with center to international health with center to international health with center ment and administration of projects in the Center for International Health.

Specific requirements for the position are: 1) a Mestor's degree in a related field; 2) experience in developing computer based information management and leadership qualities.

The position is immediately evailable. Interested applicants should submit a curriculum vitae, publication list and names of at least three referees whom we may contact. Selections will begin on April 30, 1982. Send applications to Dr. Glen Maberly, Director of the Center for International Health, at the following address:

Emory University School of Public Health Center for International Health 1599 Clifton Road, NE Atlanta, Georgia 30329

Emory University is an equal opportunity, affirmative action educator and employer. Applications from women and minorities are particularly

cations: March 11, 1992. Submit letter of application, résumé and names, addresses and telephone numbers of three references andre Flacement Bureau address to: Kathy Ann MecDougall, 330 Marriot Library, University of Unis, Selt Lake City, Utah 84112; (801) 585-3463; fax: (801) 585-3464. The University of Unis is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply.

Library: The University of Utah. Head of Circulation. Responsible for management and leadership of the Circulation Division, which includes 14 full-time and 65 part-time staff; hiring, training and supervision of staff; development and implementation of new directions and policies related to circulation services; participation with Assistant Director and other Public Services Division Heads in planning for and carrying out policies and activities related to public services illustry-wide. Incumbent may become incies and activities related to public services library-wide. Incumbent may become involved in other library activities auch as instruction and collection development. Required: MLS from an ALA accredited library school. Four years' significant circulation experience. Excellent communication skills, demonstrated ability to work well with others and established commitment to quality public service. Preferred: Demonstrated successful supervisory/manasement skills, knowledge of current library technology and sutomation and experience in an academic library strongly preferred. Second master's degree or other advanced study, avidence of ongoing professional development through university service, continuing education and participation in professional organizations also desirable. Benefits: Partially paid health and dental insurance, TIAA-CREF. Reduced tuition, 25 days' vacation and senerous professional development time, sick and boliday leave, academic leave possible after three years of employment. Additional fringe benefits. Salary: \$33,000, pius depending on qualifications and experience. Deadline for application, fletters of application, should address the candidate's ability to meet saled qualifications), résumé and names, additional remes.

ordinator: Reports to the fleat vices of the Services; provides comprehensive reference assistance from a centralized reference assistance from a centralized reference department; assists with outland ROM searching and bibliographic uniform the ROM searching and bibliographic uniform the long assistance of the Head of Collection & Technical Services and supervises related in the Services and supervises and serials using the DRA system. Develops acquisition of monostraphs and serials using the DRA system. Develops acquisition policies and evaluates ventor entire process and supervises acquisition specifies and evaluates ventor entire the process of the proces

Libraryi Coordinator of Special Collec-tions/Assistant Reference Librarian, Major responsibilities: The southon has respond-bilities in both the Special Collections and Reference Departments, Special Collec-

dresses and telephone numbers of theer of erences and/or Piacement Bureau addresses to Kathy Ann MacDougall, 310 Maria Library, University of Utah, Sait List City, Utab B4112; (2011) 585-146; Par R011 558-1464. The University of Utah is as Equal Opportunity, Altimative Action Employer. Women and minorities are excouraged to apply.

Saint Peter's THE JESUIT COLLEGE OF NEW JERSEY

DIRECTOR OF DEVELOPMENT

Saint Peter's College, a Jesuit, Catholic institution with a 100 year presence in northern New Jersey in close proximity to New York City, instead northern New Jersey in close proximity to New York City, instead northern New Jersey in close proximity to New York City, instead northern north

member of his management and operations team.

The Director shall work with staif members in each of the functional areas to establish strategic plans, implementation schedules, and evaluation methods for ongoing programs and in the preparation for campaign indiatives. The Director will need to evaluate existing operations and procedures, and design enhancements as the Advancement Division aggressively readies for accelerated fund-raising activities. The Director of Development will lead the fund-raising team and be responsible for and take a proactive role in the identification, cultivation, solicitation, and stewardship of prospects.

The position demands demonstrated leadership abilities and skills in

and age a photospects.

The position demands demonstrated leadership abilities and skulla in management and organization. Preference will be given to candidates who have a proven record of success and expertise in a broad range of development responsibilities, particularly with achievement in major development responsibilities, particularly with achievement in major described and/or managing a significant capital campaign. Qualified andidates must be able to balance day-to-day operational responsibilities with the more external demands of volunteer and prospect/donor management. A deep understanding of and commitment to the Jesuit tradition in education is essential as is the willingness and ability to work in a fast-paced, results-oriented environment.

in a fast-paced, results-oriented environment.

Review of applications and nominations will begin immediately and continue until the candidate of choice is selected. Because this is a newly established position, it is available immediately.

Nominations and applications should be sent to:

Martha Z. Stachilas
Vice President, Executive Search
Barnes & Roche, Inc.
919 Conestoga Road
Building Three, Suite 100
Rosemont, PA 19010 FAX: (215) 527-0381

Saint Peter's College is an Equal Opportunity, Affirmative Action Employer.

DIRECTOR OF DEVELOPMENT School of Hotel Administration

Comell University seeks a Director of Development in the School of Hotel Administration to manage the day-to-day operations of the Hotel School development office activities. Fleshe will direct and coordinate all School fund-raising activities including campaign assignments, solicitation/proposals and ongoing denor relations. The Director will establish short- and long-term objectives and goals for the School's Public Atlairs programs as well as develop and support volunteer committees and work with key volunteer leadership. The Director is responsible for planning events, coordinating publications, arranging meetings and performing other related professional developmental work. The Director of Development reports to the Assistant Dean for Public Afales.

Requirements: Five years of broad-based fund-raising and marketing activities. Experience in working with and developing volunteer committees. An exceptionally high level of maturity and judgment. Excellent communication skills. A backetor's degree required, advanced degree preferred, intimate knowledge of school, hotel and hospitality industry.

Please send cover letter and two resumes to Cynthia Smith-bower, Staffing Services, Dept. A7402-G, Cornell University, 16d Day Hall, Ithaca, NY 14853-2801. Materials will be accepted until an appropriate candidate is found. We are strongly committed to a program of supart corner by the procedure and activate spek in appropriate candidate is found. We are strongly continued a program of equal opportunity employment and actively seel applications from women and minorities.

UNIVERSITY

referese druk assistance. Requirements: AL-kscredited MLS; one year's professional experience in special collections or reference; reading knowledge of one foreign knowledge of one foreign knowledge, with faculty status and responsibility for meating College of Charleston requirements for promotion to stance. Salary minimum: \$23,000. April with resum and names of three references by May 30, 1972 to: David J. Cohen, Sen Scott Small Library, 65 George Stoet, College of Charleston, Charleston, San Carolina 29424.

ilibrary Cataloger, Technical Services II soi. To manage acquisitions and cattest Issai. To manage acquisitions and cattest Issai. To manage acquisitions and cattest issaic to manage acquisitions and cattest issaic in a newly automated
Date incharge all technical services operatoss; tearch/order/catalog, original camsonial serial; preparation. Occasional refcent catalogistics and experience.
Totalion opens July 1992. Midalman retesting opens July 1992. Midalman retesting technical services experience,
te

tions dolles include: organizing the acquisition, processing, access, and preservation
for archives, records, rare books, manutrobis, maps, and prints. The special colterilosa relate to the history of the College
of Carrieston, South Casoline history, and
actual history (emphasis on ornithology).
Other deless include supervision of the Coltex archivest and listons for collection deviolement to the academic departments.
Refuence dulles include: instruction and
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figures dulles include: instruction in the position is filled AA/EEO Employer.

Library: University of California, Santa Cruz. Science Bibliographer. Associate Librarian or Librarian. Salary Rampe: 335,032-565,140. UC Santa Cruz seaks an experienced bibliographer to lead its collection development program for the sciences, Reports to the Head of Collection Planning: develops collections in assigned natural and applied science disciplines: supervises and coordinates work of other science selectors/bibliographers. Consultis with faculty. As one of as subject bibliographers, narticipates in formulatins collection policies and serves on the collection policies more serves on the collection budget committee. Works closely with staff in the library's Acquisitions Section. Provides reference desk service in the Science Library six hours a week, participates in an active bibrary unstruction program and computer literature searching. Office is located in new Science Library. Participates in library-wide activities, including administrative committees and special projects. Challifications: Required—Craduate development expected chood fibranianship; graduate level knowledge of a science shot projection development expectence; understanding of research needs and the organization of scholarly literature; strong commitment to

public service; interest in workins with both undergraduate and graduate students: ability to work affectively with faculty, suspendents, and staff in a culturally divorce dents, and staff in a culturally divorce environment. Preferred—Graduate level environment, leading and supervision, apperience in leading and supervision. Supervision in training and supervision communication skills; working knowledge of datasize a clinical supervision. Supervision or equivalent professional reference professional reference environment. Preferred—Graduate level environm oxperience in training and supervisions. Deadline: March 20, 1992. Applicants should supply a statement of their qualifications, a resume, and the names of four resistons. Send comment on their qualifications. Send correspondence to: Katherine Beters, AUI, University of California, Santa Cruz, California, Collegente Collegente, Collegente,

formla ysuch. Constructive Employer.

Ilosary: The University of Oktahoma. Ilbrary: The University of Oktahoma. Ilbrary: Sceney vacancy. Position: Science
Reference Librarian. Duriles: Under the
general direction of the Head of Reference.
this position provides reference and bibliographic service in the seneral sciences (specifically, anthropology, beany/microbusidgraphic services and zeology; movides
gr. meteorology, and zeology; movides
general reference service at the library's
general reference services at the library's
general reference services in the above
subject areas; and acts as liaison with those
seadenthe departments; performs online
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seadenthe departments; performs instruction;
bibliographic searches; participates in libibliographic searches; performs online
searches instruction;
CD ROM and other database
and specific subject oriented. Shoom
them, Qualifications: Required:
LLS from
ALA accredited ibrary school; degree in a

science discipline; strong interpersonal seconductation skills; working knowledge of one or more modern European language; knowledge of one experience with a major bibliographic utility, familiarity with NOTIS or other automated system; evidence of reparts or creative achievement. Screediag basic, April 15, 1992. Search will remain open until filled. Salary; 327,000 (ministum). Benefits: TIAA/CREF; State Retirement System; comprehensive medical protection; 33 days post leave; short-cal protection; 33 days post leave; short-car disability teave; group its leaurance; University holkdays. University Libraries: A member of the Research Libraries and the company of the control of the control

Cornell University is an Ivy League institution located in the beautiful Finger Lakes Region of New York. With a diverse student body that ranks in the top 2% of high school gradualing classes, strong emphasis is placed on academic achievement, faculty/student interaction, and a developmental living experience. The Department of Residence Life is a proud partner in this endeavor. We are looking for creative, energetic and dedicated professionals for the following positions:

RESIDENCE HALL DIRECTOR

Twelve-month live-in position. Overall administrative and programmatic responsibility for a residential complex of 300 to 540 students and supervision of 8 to 14 Resident Advisors and one part-time Programming Assistant. Strong emphasis on student interaction, working with faculty, and management

Qualifications: Master's degree in College Student Personnel Administration. Counseling, Higher Education Administration or related field strongly preferred. Previous residence life and supervisory experience is preferred. Desire to work in a rolleguate atmosphere, to be actively engaged with students, faculty and other departments. Strong organizational skills and a sense of humor are essential.

Remuneration: Salary \$18,200 to \$19,500 depending on education and experience, furnished apartment and full university benefits.

RESIDENT DIRECTOR

A ten-munth live-in internship specifically designed to provide on-the-job training to a member of an under-represented group. The Intern assumes all administrative, programming and supervisory responsibilities within assigned residence halls. Ongoing training to develop skills as a student affairs professional will be provided. A permanent appointment may be possible at the successful completion of the internship and the availability of an appropriate vacance. appropriate vacancy.

Qualifications: Bachelor's degree and experience as a Resident Advisor or student leader is necessary. A degree in Pluman Serv-ices, Educational Administration, or closely related field is destr-able. Interest in pursuing a career in student personnel or higher education administration is preferred.

Remuneration: 10-month live-in position. Salary \$15,200, furnished apartment and full university benefits.

TRAINING AND DEVELOPMENT **COORDINATOR - TENTATIVE**

In conjunction with the Associate Director for Residential Education and other staff members, the Training and Development
Coordinator is responsible for creating and coordinating the overall training for the Residential Education staff. Specific duties
include coordination of pre-service and in-service training and
the organization of developmental experiences for professional
and paraprofessional staff as well as students in such areas as
leadership, mediation, decision making, group dynamics, community and environmental responsibility, human relations and
service. Planning and coordinating the recruitment/selection
processes for undergraduate and graduate student staff members
are another vital part of the position.

Outlifications: Master's degree in Student Personnel, Higher Ed-

Qualifications: Master's degree in Student Personnel, Higher Education Administration, Human Services or related fields required. Supervisory, training development/delivery and program management experience necessary.

Remuneration: Live-out, full-time, twelve-month appointment. Competitive salaries based upon education and experience, TIAA-CREF, health plan and professional development oppurtu-

TO APPLY for any of the above positions, submit a letter of interest, two resumes and the names and telephone numbers of three references including current supervisor for Cynthla Smithbower, Staffing Services, Dept. RS-G, 160 Day Hall. Cornell University. NY 14853-2801. Please apply prior to April 15 to receive full consideration. AA/EOE. We will be interviewing selected candidates at ACPA, NASPA and Oshkosh.



status (non-tenure track) and hold the rank of assistant professor or above. Application: Send letter of application with resume, a list of publications and the names of three references including current supervisor to: Donald C. Hudson, Mangaer, Administrative Services, University Libraries, University 1, 10 March 1919; 1405; 325-2611. Oklohoma 1019; 1405; 325-2611. Oklohoma University is an Equal Opportunity. Affirmative Action Employer: We encourage women and minority applicants and we are responsive to the needs of dual career couples.

date July I. Salary considersurate with qualificaliums, Valdoots State College, surdent population 7.500, is a senior unit of the University System of Georgia. This beautiful campus is located in a city of 42,000 in smath Georgia. Send application letter, resumé, and sentes of three references by April 30 to: Dr. George R. Gaumond, Director, Odum Library, Valdoots State College is an equal opportunity, affirmative action employer.

firmative action employer.

Library: Automation Librarian, Technical Services Head to manage library automation system and technical services department in a newly automated (DkA system) four-year college thary. Dutes include all technical services operations. Salary from \$32,000 depending on qualifications and experence. Position opens July 1992. Minimum requirements: ALA MLS; 2 years professional experience in library automation; 4 years professional experience, lectuding cataloging with OCLC and ACR2; 2 years unrevisory responsibility: original cataloging skills; good interpersonal relations and communi-

cation skills. Faculty pustion, 12-month contract. 30 days' vacation, excellent frings benefits, possibility of campus housing. Send resume, transcripts, letter of application, and names of three references to Dr. Gaines, Library Search Committee. Virginia Military Iostume, Lexington, Virginia 24450. Applications will be accepted until the position is filled. AAJEBO Employer.

Library: Head of Causinging, Reporture to the Director of Processing Sorvices, man-ages and coordinates the Cataloging Sec-tion consisting of 6+ professional, para-professional, and attained assistant staff responsive to the needs of quantemer counties.

Library: Valdona State College seeks general reference librarion. Instructor rank, reference librarion. Instructor rank, Tenure-track. Twelve-month contract with some evening and weekend work required. Duties include general reference service, bibliographic instruction, and CD-ROM dashabase maintenance. Required: ALA-sectored librarious include sement reference, good interpersonal infile. Preference demonstration of the NOTIS system; review-ments in altitudent electrical survives with the state of the NOTIS system; review-ments in altitudent electrical survives with the state of the NOTIS system; review-ments in altitudent electrical survives with the continuation of the NOTIS system; review-ments in altitudent electrical survives with an emphasis on finding creative responses to changing requirements in a dynamic continuation of the NOTIS system; review-ments in automated technical services with the continuation of the NOTIS system; review-ments in automated technical services with the continuation of the NOTIS system; review-ments in automated technical services with an emphasis on finding creative responses to changing requirements in a dynamic continuation of the NOTIS system; review-ments in automated technical technical services with an emphasis on finding creative responses to changing requirements in a dynamic continuation of the NOTIS system; review-ments in automated technical technical services. Acquisition of the NOTIS system; review-ments in automated technical technical technical services with the continuation of the NOTIS system; review-ments in automated technical t rom an ALA-accredated hispary science program; midipum five years experience in catelogine with at least large years and previsory experience; experience with automated catalogina systoms and bibliographic utilities; expert knowledge of MARC formats, AACR2, LC classification and subject headings; reading knowledge of at least one foreign tanguage. Previous OCLC, NOTIS, and academic library experience preforred. Salary/Benefits: \$22,000 minimum, compensurate with experience and qualifications; no state or local income tax, cancer advancement program; 21 vacation days; 10 aick days; TIAA-CREF; health and life insurance; taking walver. Applications received by April 1, 1992 will receive first consideration; position open until field. Tu apply, send letter of application, resumé, and the aames, titles, addiesses, and telephone numbers of three references to Ferne Hyman, Assistant University Librarian, Fooders Library, Rice University, P. O. Box 1892, Hourion, Texas 77251-1892, Ruce University; is an Affirmative Action, Equal Opportunity Employer.

Keene State College **DIRECTOR OF BUSINESS OPERATIONS**

Keene State College is pursuing "Vision 2000", its goal of becoming the public, undergraduate college of choice in New England by the year 2000. This goal will be achieved by offering academic excellence and an enhanced quality of life and sense of community on campus

quality of life and sense of community on campus
Keene State College is a public liberal arts college of the University System of
New Hampshire with an enrollment of 5000 students. The College has been
recognized as a leader in American higher education for its commitment to a
vision, broad-based strategic planning initialities, and cohesive sense of community. Historic Mi. Monadnock overlooks a campus of 168 acres in the
picturesque City of Keene (population 22,000). Located in the southwestern
camer of New Hampshire, Keena provides traditional New England charm,
close proximity to abundant four-season recreational attractions, and easy
access (2 hrs.) to Boston, Haritord, and Albany

access (2 hrs.) to Boston, Hartford, and Albany
POSTTION: Keene State College seeks an energetic, goal-onented individual
to fill the Director of Business Operations position. Reporting to the Vice
President for Finance and Planning, the Director holds a key leadership position providing the College with financial management expertise in accounting,
training, computing, and analytical skills areas. The Director should possess
strang communicating ability and take an active interest in the professional
development of Business Office staff and other budget managers across the

campus
DUTIES: Directs activities assigned to the Business Office, including accounting hursar, payroll, student account receivables, student loans and collections, accounts payable, fiscal administration of grants, insurance, auditing, telephone and mail services. Recommends, documents and atticulates policies and procedures for cash receipting/laposits, conducts cost analyses of education and general expensitions; independent operations, auditary enterprises and fee supported operations; proposes means for bringing the College into compliance with multi-findings, analyzes changes for services performed; analyses effects of accounting systems changes, and provides leadership and teatring in uses of CDPS, the automated accounting system used by USNH composes.

Computes

QUALIFICATIONS: Required: Bachelor's degree and five years of accounting experience or Master's and thrue years' accounting experience; three
years of supervisory experience and femiliarity with financial reporting standards. Destrable experience: automated accounting system implementation, staff development, budget preparation and management; demonstrated
analytical, interpretive and communicative skills; experience working with students, faculty, and executive management in a public residential college or

SALARY: \$38,900-\$60,130; starting salary normally not to exceed \$44,210. APPLICATION: Send letter of application specifically addressing qualifica-tions listed above, resume and names, addresses and telephone numbers of three references to Gaynelle Pratt, Office of Human Resource Management, Keene State College, Keene, NH 03431. CLOSING DATE: March 30, 1992.

Keene State College is an Aftirmative Action, Equal Opportunity Employer.

Assistant Director of Admissions

Skidmore College, a selective liberal ans college of 2100 men and women located in historic Saratoga Springs, NY, invites applications for the position of Assistant Director of Admissions. We seek a person with at least a Bachelor's Degree who demonstrates integrity, humor, energy, thoughthilness, enthusiasm, and a strong identification with the values of a liberal arts college. This person will participate in all aspects of a comprehensive, undergraduate admissions program, including travel, interviewing, candidate selection, and special projects. Strong interpersonal and organizational skills are essential. Candidates should demonstrate the ability to work indepen-dently, yet seek and appreciate the benefits of colleagueship derived from working on a team of seven admissions professions. Application review will begin April 1st and the position is

Salary and benefits are competitive. Resume listing three references should accompany a letter of application to Mary Lou Butes, Director of Admissions, Skidmore College, atoga Springs, NY 12866.

ikkimore College is an equal opportunity employer and educator

Library: Cataloger of Hebrew and Jewish Studies Malerials. Performs original and catalogang and classification of Hebrew innguage monographs and serials at lakested for difficulty, as well as original and complex copy cataloging of monographs in a varioty of innguages, especially nutorials related to Jewish Studies. Uses Northwestern's NOTIS autonanted library system, AACR2, LCSI, and Devey classification systems LCSH; knowledge of MARC formuland guestionity records; experience usins OCLC; reading knowledge of odd or more foreign languages. Salary and rank system, AACR2, LCSI, and Devey classification systems LCSH; knowledge of MARC formuland guestionity of odd or more foreign languages. Salary states, AACR2, LCSH, and Devey classifications. Notes that the salary state of the program of the Northwestern 's NOTIS autonated library system, ACR2, LCSH, and Dewey classification. Centributes untharity recerds to NACO. Assists in sequisition of libbrary longmage materials, consulting on or performing item verification, copy acquisitor, etc. Qualifications: Master's degree from an ALA-accredited library school; fluent lebrary, knowledge of Ykldish, German and one or nure Western European languages desirable. Bestround Ig Jowish or Hebrary autonometer and professional and position or liebrary autofessional position in Billed Position swallabe July 1, 1992, pending availability of funds. Send letter of an automated environment preferred. Send; and sulfordite formats. One or prore years of professional cataloging experience, including rerformance of subject analysis and authority work in an automated environment preferred. Salary: \$13,000-25,000. Send application; 2 copies of resume; and names, and testing an automated environment preferred. Salary: \$13,000-25,000. Send application; 10 study Lowrana, Personnel Librarian. Northwestern University Library. Evanico, librois 6009. West Virginia University in the professional properties of the Heod of Reference opacition. The West Virginia University Libraries and control of the Heod of Reference opacition in the libraries and provides justication in library Cataloguages.

Library: Cataboging and Amborities Library, no. West Virginia University Libraries seek a libraries to do original cataboging and to assume responsibility for authority control within the NOTIS system, Conlinerations: MLS degree from an ALA-accretications: MLS degree from an ALA-accretic

Librarys Counlinator, Bibliographic Instruction. The West Virgina University Libraries assounce a new reference position. Under the direction of the Head of Reference, assumes primary responsibility for management of the University Libraries Bibliographic instruction Program. Promotes and provides instruction in library use and bibliography, including a formal program one-boar course; develors instructional materials, plans, implements, develors, and evaluates programs and services; oversees scheduling of instruction and oxientation sessions. Participates in full range of



SEARCH REOPENED CONTROLLER

Lincoln University of Missouri

Lincoln University of Missouri, a lend-grant institution with a student body which exceeds 4,180, invites applications and nominations for the position of Controller. Reporting to the Vice President for Business and Finance, the Controller is responsible for the university-wide administration of all accounting and financial reporting operations including, but not limited to: accounts payable and receivable, student accounting and accounting, cesh management, payroll, annual audit, financial analyses, and all other accounting functions.

analyses, and all other accounting functions.

QUALIFICATIONS: A Bachelor's degree in accounting or a related area and at least five (5) years of progressively related experience, three of which are required to be at the supervisory level. A Master's degree or CPA is highly destrable. A viable candidate must possess a thorough knowledge of computerized accounting systems, financial reporting techniques and requirements, successful supervisory experience in fiscal operations, and excellent organizational and communicative skills. Knowledge of fund accounting practices and procedures will be a plus. Preference will be given to individuals with financial management and supervisory experience in a college or university. supervisory experience in a cullege or university. Salary and bunefits package ere competitive.

The anticipated start date for this position is June 1, 1992 or soon thereafter. Screening will commence on April 13, 1992, but numinations and applications will be accepted for consideration until the position is filled.

APPLICATION PROCESS: (1) Sond letter of application; (2) current résumé; and (3) names and addresses of three references to:

Personnel Office Lincoln University 820 Chostnut Street Jefforson City, Misseuri 65102-0029 Lotters of recommendation and transcripts will be required of all finalists.

PLANT MAINTENANCE & ENGINEERING University of Maryland at College Park

The University seeks an experienced professional to lead its Plant Mainte-nance and Engineering operation. Reporting to the Director of Physical Plant, the incumbent manages a \$26 million budget and leads a 300-person work-force committed to providing top quality customer service. Specific areas of responsibility include: trades maintenance, central steam generation and distri-bution, work planning and control, the campus' central control and monitoring system, campus energy conservation projects/programs, campus facility as-sessment, plan and specification review related to new campus construction, major maintenance contracts and reimbursable trades service.

Serving more than 48,000 students, the University is located inside the Washington beliway and includes over 1,350 acres with 9,400,000 gross square feet of building space valued at \$1.4 billion.

Minimum qualifications: 15 years of responsible experience in the management of trades maintenance. Excellent written and oral communication skills. The ability to motivate all levels of trades, engineering and managerial employees, especially using continuous improvement techniques. Ability to establish and maintain effective working relationships with key customers. Bachclor's degree (engineering preferred). Advanced degree in engineering or management and registration as a professional engineer destrable.

Very attractive salary and benefits. For full consideration, submit a letter of interest, salary history and three references before March 31 to:

Mr. Wallace Glasscock University of Maryland 2300 Service Building College Park, Maryland 20742-6025

The University of Maryland is an Equal Opportunity, Affirmative Action Employer.

DIRECTOR OF ESTATE AFFAIRS

UNION COLLEGE

Wo have an established, vigorous program of planned and deferred giving and we are seeking an articulate, experienced individual to direct these efforts as Union Collage propers to celebrate its bicentennial. The successful candidate will be femiliar with estate planning and applicable tox laws. They must be able to represent the College offsctively to an especially accomplished constituency. A baccalaureate degree and relevant experience are required. Development experience in a college or university setting would be highly desirable. They will report to the Vice President for College Resources and participate in the major gifts program as a member of a highly competent team.

Director of Personnel Union College Schenectady, New York 12308

An equal opportunity, officensive action employer

Reference Department activities including reference service, online database search las, and collection development for one or more academic programs. Works some resultarly acheduled evenings and weekend hours, rotating with other staff, Minimum Qualifications. ALA-accredited MLS; at least one year of teaching experience in MLS; at least one year of teaching experience with microcomputers and familiarity with computer applications to MLS; at least one year of teaching experience with microcomputers and familiarity with computer and familiarity with microcomputers and familiarity with computer

Library: Director of Libraries, University of Massachusetts at Boston. The University invites applications and nominations for the position of Director of Libraries, Located on Boston Harbor with panonamic views

ALBRIGHT COLLEGE

SEARCH REOPENED

Albright College, a very competitive Liberal Arts College erving approximately 2,000 students, seeks nomination and applications for two positions in its Development Office.

DIRECTOR OF ANNUAL FUNDS

Experienced development professional sought to build a vigorous phone/mail Annual Fund program targeted at alumni, parents, friends, businesses, and special suppor groups. Ability to recruit, train, and develop volunteer net work essential. Excellent communication and publication skills, and three or more years of annual fund experience are necessary.

DIRECTOR OF ALUMNI RELATIONS

Experienced alumni professional sought to direct an active and expanding Alumni Relations program. Alumni Association Board, reunion programs, class representatives. other programs in place; Regional Club system to be built and other initiatives still to be identified. Excellent communication and publication skills, and three or more years of experience in alumni relations are necessary.

Albright College is a culturally diverse community and encourages applications from women, minorities, and the physically disadvantaged. Review of applications will begin April 1, and will continue until the positions are filled.

Send cover letter, resume, and names of three reference to: Paul L. Landry, Director of Development, Albright College, P.O. Box 15234, Reading, PA 19612-5234.



DIRECTOR OF ADMISSION

San Francisco Bay Area

COLLEGE OF NOTRE DAME

College of Notre Dame is an independent, coeducational, Catholic, liberal arts college serving brith undergraduate and graduate students. The College is located on a 100-acre campus in Behmont, 20 miles south of San Francisco. Undergraduate courses are offered in 25 major fields of study leading to Bachelor of Arts, Bachelor of Science and Bachelor of Music degrees, the undergraduate programs are built on a core corriculum noted in the liberal arts and balanced with career preparation. The diverse student body cursost of approximately 1,250 students from 20 states and 33 countries.

The Director of Admission provides leadership for ongoing assessment and the cores for or Admission provides teatership for origining assessment in the development of marketing and recruitment strategies for freshman, range, and evening adult students. This involves working closely with faculty, administration, and Admission staff to maximize the visibility of the College and its entrollment potential.

The Director of Admission supervises five professional and three supportant. The Director reports to the Academic Dean. Salary: Competitive, commensurate with qualifications.

Qualifications: Master's degree and 4-5 years of previous Admission experience at Director or Associate Director level. Nominations, applications and inquiries should be directed to:

Higher Education Administrative Search 3539 West 50th Avenue Parkway Denver, Colorado 80221-1099 304/458-4044

With application, please include résumé/c.v. and names, addresses and phone numbers of four references. References will not be contacted until the candidate is notified and gives approval.

Applications resolved by Applications and of full consideration. Applications received by April 3 will be assured of full consideration Position start date: July 1, 1992.

CND is an equal opportunity employer.

of the city and the harbor latends, the University of Massachusetts Boston is the urban commuter campus of the Commonwealth's five campus and prant university. It serves a diverse student body engaged in a full range of undergraduate and graduate programs including doctoral programs. The Locable P. Healey, University and interest a coltelephone numbers of at least three read-ences. Send applications or letters of footi-nation to Chair, Search Committee for Di-rector of Libraries, Office of the Provost. University of Musschusetta Boston, Massachu-Morrissey Boulevard, Boston, Massachu-setts 02123-3393, Applications received by Auril 15, 1992 will be given mill consider-daril 15, 1992 will be given mill considera full range of updergraduate and graduate programs including doctoral programs. The Joseph P. Healey Library comprises a collection of 518,905 woltmes and 3,373 periodical subscriptions. Twenty professional and 20 support staff manage the collection and serve a faculty and student population of nearly 12,700, The library participates in the Greater Bosson Library Consortium which gives the campus access to unstanding resources in every scholarly discipline. The library is fully automated, using Universal Library Systems software and various Local Area Network configurations. The Director reports to the Provost and is responsible for the overall management of library planning, budget, collections, services and staff. Candidates must possess an MLS from an ALA-accredited school or its equivalent. Evidence of substantial administrative experience in an academic/research library and experience in managem the integration of developing information retrieval technologies into an automated environment is required. The candidate must demonstrate the ability to work collegially and to communicate effectively with members of a diverse tuban community. Satary is competitive and commensurate with experience. The University is committed to the principles and souls of Affirmative Action and we encourage the applications of women and minorilies. is not sufficient. An Ammunian equal Opportunity. Title IX Employers. Equal Opportunity. Title IX Employers. It is a proper to the property of the IX Employers. It is a proper to the property of the IX employers. It is a provision, and a paraphylic management approvision, and the paraphylic professionals. Does original catalogus when nocessary. Recommend new cast loains profess and procedures. Works with the Systems Librarian, the Head of Technical Services at the Legal Research Cents. Call Services in Logarian, the Head of Technical Control of the shared integrated online as to make the Media Center to ensure quaky and the Media Center to ensure quaky and the Media Center to ensure quaky and the Media Center to ensure quaky in the Media Center to ensure quaky for the Media Center to ensure the Media Center to

University of Alaska Fairbanks

the University of Alaska Estrbanks, invites mondinations and applications for the penint of Director, Cooperative Extension Service. Continued Director, Cooperative Extension Service,

OSTION: The Director reports to the Vice Channellor for Academic Affairs and is a
restor of the Channellor's Executive Council and the Deart's Council. The Director

or repossible for the administration of all aspects of the Cooperative Extension

or repossible and represents the Cooperative Extension Service at the state, regional and

space and represents

Cooperative Extension Service

DIRECTOR

Responsibilities include program development and implementation, formulation and engagement of budgets; employment, evaluation and promotion; relationships with assument groups; and maintaining, conpensitive relationships with departments, deges and schools, and university computees. The Dector is responsible for 25 faculty and 65 staff dispersed throughout urban and and communities covering a land mass one-lifth the size of the continental United.

fairs

The Director must be committed to innovative and dynamic programs and leadership
to be addreed by the aggressive pursuit of both traditional and new non-traditional
sources of undary. Must be creative and imaginative using technology and modern
desery systems, and effectively utilize human resources through communication
and delegation of authority to widely dispersed faculty.

and delegation of authority to widely dispersed faculty.

(UALIFICATIONS: Requirements for the position are an earnest Doctorate and eligibility for faculty rank and feature in an appropriate discipline. The successful subdisher must have a thorough understanding of the multiple responsibilities of a unidealize must have a thorough understanding of the multiple response development agreeding, energy, lorestry, natural resources, 4-H and youth development, and hose economics. The Director is required to have the capacity to conceptualize a sense for the latter of the Alaska Cooperative Extension Service tubizing the needs of the interest of the university, and to be committed to enhancing the polessional growth and development of faculty and staff.

**Recordials should have a strong interest in and knowledge of extension adminis-

te professional growin and development of factility and staff.

The candidate should have a strong interest in and knowledge of extension administration, demonstrated accomplishments in his/her projessional discipline, and a documented record of leadership and academic or equivalent professional accomplishments that indudes administrative experience and strong skills in planning, communication and organization; and, demonstrated ability to represent the university in outract to diverse multi-cultural constituencies.

SALARY: Competitive and commensurate with experience

APPLICATIONS/NOMINATIONS: Letters of normination or letters of applications with current vita and the names, addresses and pluone numbers of four references hould be sent to Search Committee Chair, Rouald K. Deattern, Director, Sea Grent Colege Program, 138 Irving II, University of Alaska Faithauths, Estreaths, A& 93775-300, 607) 747066. Nominations and applications should be postnorized by April 30, 1992.

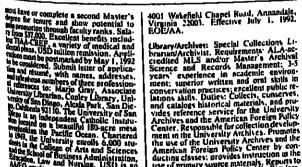
Propositized by the University of Alaska must comply with the 1986 immigration Control Act and are expected to possess a valid social security number. Finalist applications with the university may be subject to public disclosure.

THE UNIVERSITY OF ALASKA IS AN EEG/AA EMPLOYER AND EDUCATIONAL INSTITUTION.

SLIDE CURATOR *ART DEPARTMENT*

Administers all aspects of a significant slide collection (currently over 250,000 stides). Responsibilities: Catalogue and classify slides; acquire new slides and weed existing collection; assist faculty, staff and students in use of the collection; supervise slide room staff, photographer and student assistants. Qualifications: BA in An History; general knowledge of art, including arts outside the western tradition; two years' experience in slide library; familiarity with slide classification and cataloguing systems; knowledge of computer technology. Starting salary range in the mid-twenties depending on experience. Submit letter of application and resume by April 1, 1992 to: Employment Group, Office of Human Resources, Smith College, Box 50th Northampion, MA 01063. An Affirmative Action/Equal Opportunity Institution. Minorities and Women Are Encouraged to Apply.





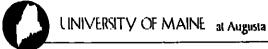
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and the Criffornia Administration,
Action Law and Nuraing. USD is an
Actio employer. Minorities are encoursed to apply.

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conservation practices; expension sources, and catalogs historical materials, and provides reference service for the University Archives and the American Foreign Ruley Center. Responsible for collection development in the University Archives and the American Foreign Policy Center by conducting classes; provides instruction in the University Archives and the American Foreign Policy Center by conducting classes; provides instruction in the Use of grimary source materials, Reports to the Assistant Director for Public Services. Faculty status; salary negotiable from \$25,000 depending on qualifications and experience. 12-munth appointment, tenure track, Send tetter, resume and namewaddersescielephone numbers of three references to Michael A. DiCard, Search Committee Char. Prevent Memorial Library, P. O. Box 10408, Loubiana Tetch University, Ruston, Loubiana 71272. Deadling March 31, 1992. Position available April 15, 1992. AAFCOE.

1992. AA/EOE.

Library/Computer Services: Library Software Coordinator. College Center for Library Automation (CCLA) is seeking as innovative professional with library automation experience and leadership skills to manage a key function of CCLA's Data Research Associates (DRA) system. CCLA's 950-terminal centralized DRA system in now being implemented as a state wide project for the 28 Flurida community colleges.



OPERATIONS MANAGER FOR DISTANCE EDUCATION TECHNOLOGIES

The Office of Distance Education Technologies at the University of Maine at Augusta (UMA) is seeking a full-time Operations Manager. UMA is one of seven campuises in the State University System. Its mission is to serve both regional and statewirle constituencies as the community college of the University of Maine System. Instruction is delivered at on-campus and off-campus facilities and by interactive electronic technologies. The main campus is located in the state capitol of Augusta which is midway between the scenic coast and the incontains/falkes regions of the state.

The Operations Manager will be responsible for the day-to-day operations of the instructional television system on campus and statewide to insure that reflucational, quality, and service objectives are met. This position is also responsible for the administration of Receive Site and other agreements recessary for the statewide operations; coordination with other staff and faculty to ensure timely preparation and ordering of instructional materials; and for providing assistance as necessary to the Director of Distance Education Technologies. Bachelor's degree or equivalent in instructional technology, television, education or related field along with a minimum of three years' management experience with supervisory responsibility required. A working sion, education or related field along with a minimum of three years' man-agement experience with supervisory responsibility required. A working knowledge of electronic communication technologies highly desirable. Es-cellent interpersonal, organizational, and oral & written communications skills are required. Fiscal year salary for this positions will be upper twenties to law thirties (depending on qualifications and experience) with excellent fringe benetits. Screening of applications will begin immediately and will continue until position is filled. To apply, send letter of application; current résumé; and the names, addresses and phone numbers of three current professional references to:

Search Committee for Operations Manager University of Maine at Augusta Augusta, Maine 04330

The University of Maine at Augusta is an Affirmative Action, Equal Opportunity Employer.

Texas A&M University College of Education



Director, Field Experiences and Supervision

Texas A&M University seeks a dynamic Individual to provide leadership in Texas A&M University seeks a dynamic individual to provide leadership in the College's field experience and supervision programs. As one of the sites for John Goudlad's Center for Educational Renewal. Texas A&M University is committed to simultaneous restructuring of schools and universities and the successful candidate for this position will play an important role in Professional Development School activities. Responsibilities also include facilitating partnerships with callege and public school faculty, teaching graduate supervision classes, and conducting research.

Qualifications include: (1) an earned doctorate related to the preparation of teachers, (2) secondary/elementary teaching experience, (3) experience in university-level teacher preparation at the graduate or undergraduate level and (4) a proven research record.

and (4) a proven research record.

The 12 month tenure track position (level to be determined) begins July 1, 1992. Screening begins March 15, and continues until the position is filled. To apply, send letter of application, vita, graduate school transcripts, and three current letters of recommendation to Dr. Donna Wiseman, Associate Dean of Teacher Clucation, College of Education, Tevas A&M University, College Station, Texas 77843-4222; phone: 409-845-9820.

Jesus A&M University is an Equal Opportunity, Affirmative Action Employs
Whomen and minorities are encouraged to apply.



DIRECTOR OF DEVELOPMENT

Andrew College Invites applications and nominations for the position of Director of Development, Andrew is a two year United Methodist, residential college of 300 students located in Cuthbert, Georgia. The Director of Development will oversee planning, coordination and implementation of the College's expanding external relations program. The Gilts and Grants received on an annual basis by the College in the past three years have increased from \$1,100,000 to more than \$2,000,000. The donor base has increased from 262 to 622.

nas increased from 202 to 022.

Consideration will be given to high energy persons with a commitment to two year independent colleges. Appreciation of the church relationship estated year independent colleges. Appreciation of the Church relationship estated years are required. Please send resume to: Office of the President, Andrew College, Cuthbert, Georgia 31740. AA/EO.

and their 60+ associated libraries. Primary Responsibilities; serve as DRA Apolications Software Systems Manager, working collaboratively with olker members of the CCLA staff, coordinate technical implementation of DRA apolications software, organize invaliation and testina of all system databases, direct report production, participate in use support efforts. Qualitications; Master's degree from an ALA-accredited library school required. Three years of therary experience, with supervisory experience included, one year's systems-level experience with an integrated library automation lystem, DRA experience desirable, knowledge of VMB and computer operations desirable; demonstrated compression skills. Minimum salary is \$40,000, commensurable to training and experience. Obtain gandatory employment

application from Personnel Office, Talia-hasse Community, College, Room 100, Administration Building, 444 Appleyand Drive, Taliahassec, Florkia 32104-2895; telephone (904) 922-8104. Application

A Bulletin Board notice will reach the audience you want to reachpersons in academe.

DIRECTOR OF ATHLETICS

The University: The University of Dayton, a Catholic contprehensive university, founded by the Society of Mary (the Statianists) in 1850, offers a wide variety of undergraduate programs as well as numerous master and several doctoral programs. The University enrollment of nearly 11,000 students includes over 6,000 full-time undergraduates. The University of Dayton is the largest independent university in Ohio and one of the ten largest Catholic universities in the nation, Located in Dayton, the University's 114 acre campus offers a neb learning and living environment to its essentially residential student body. The University is a member of NCAA Division I and the Midwestern Collegiate Conference, The University of Dayton Flyers compete in seventeen intercollegiate sports. The University of Dayton Arena has a capacity of 13,500. The Dayton metropolitan area has a population of over 830,000 and offers many cultural, recre-

ational, and education amenates. The Position: The University seeks a Director of Athletics with proven leadership and administrative ability, integrity of character, and a commitment to serving student addetes enrolled in solid academic programs. The Director of Athletics reports to the President of the University, Responsibilities include: (I) presenting the athletic program to the University community and external constituents; (2) strategic planning for and overall supervision of the Intercollegiate Athletic Program, sports information, the Recreational Sports Program, the University of Dayton Arena, and other athletic facilities on campus.

Qualifications: A minimum of a baccalaureate degree is required; an advanced degree is desirable. Applicants must demonstrate strong interpersonal skills and ability to communicate effectively with all constituencies of the athletic program, Proven skills at higher levels of administration in fist al. personnel, and facilities management and marketing and promotion are required. Salary will be negotiable and competitive. The position will be available July 1, 1992; start date is negotiable.

Nominations and Applications: Send letters of nomination or application with a resume and three letters of recommendation to:

> Chair, Director of Athletics Search Committee Ciffice of the President The University of Dayton 300 College Park Dayton, OH 45469-1624

Review of applications will begin on April 6, 1992.



The University of Dayton

The University of Dayton is an Equal Opportunity, Affirmative Action Employe

Residence Hall Director/ Assistant to the Dean

Residence Hall Director/Assistant to The Dean, Colorado College, Master's degree required, prior residence hall experience preferred. Responsible for the administration of a coeducational residence hall of 75t-300 undergraduates, selection, training and supervision of 10-12 student staff; programming counseling; coordinating the administrative functions; actively participating in departmental and College committees. Assistant to the Dean responsibilities in areas such as Greek advising, alcohol and drug education, student leadership development, and security education. Available August 1, 1992, Compensation includes furnished apartment, board, and 816,500 stipend; 10 month. Interviewing at ACPA/NASPA. Send résumé plus three letters of reference to: Ms. Dana Wilson, Office of Residential Life, The Colorado College, Colorado Springs, Colorado 81903. Application deadline April 6, 1992. Colorado College is an Equal Opportunity Employer and invites applications from minorities, women, and individuals who can address the concerns and/or perspectives of minorities and women.

deadline: April 30, 1992, 5:00 p.m. An Equal Opportunity, Affirmative Action Equal Opportunity, Affirmative Action Employer.

Library/information Services: Coordinator of Information Services: Antiana University of Pennsylvania speks a librarian to coordinate Information Services for the central library which includes reference, bibliopher of the content of the co Group. To stering staff development. enhancing public services, and coordinating the bibliographic instruction selectule. Additional duties include staffing the formation bests and evening duties as assigned, participating in collection development activities, supervising the organization, maintenance, and security of the reference collection, and hiring and training student assistants. The Library system, which includes a central heality and four branch libraries and a media production unit, currently serves over 14,000 students enrolled in undergraviuste through doctoral programs. The Libraries contain over 630,000 book volumes, 100,000 bound periodicals, 17 million itents of microforms, 3,900 periodicals subscriptions, and 35,000 media hothings. The University Libraries are a Select U. S. and State Government Depository, an associate member of the Center for Research Libraries, and a member of OCLC. The accursitions budget exceeds \$5 million annually. Records of holdings in the IUP Libraries and a system. Acquisitions and serials furnished through the Cariyle online catalog system. Acquisitions and serials furnished the cariyle online catalog system. Acquisitions and serials furnished the cariyle online catalog system. Acquisitions and serials furnished the cariyle online catalog system. Acquisitions and serials furnished the catalog assisted and the line catalog system.

lionship in providing information. Freeent University practice requires a second master's degree or doctorate for tenure. Rank and salery dependent upon qualifications. Additional summer employment is possible. Librarians at IUP are faculty with full academic rank, rights, and responsibilities consistent with that status. Bieneths to the sale of ThAA/CREF retirement plan and health care insurance; hospitalization including malor medical, demai plan, eye care, and life insurance. IUP is committed to affirmative action and equal upnorumity, we seek to build a culturally and recipility diverse, broadly prepared professional staff. In occordance with approved University affirmative action policies, preference will be given to applications which enable IUP to accomplish its affirmative action goals. Minorities and women are especially encouraged to apply. Position expected to start no later than September. 1992. A letter of application with a current resume and list of five references should be sent to Chairperson, Information Services Coordinator Search Committee. Stapleton Library, Indiana University of Pennsylvania, Indiana, Pennsylvania 15705-1096 by April 1, 1992. Applications will be considered until an appointment Is made.





UNIVERSITY OF NEBRASKA AT KEARNEY

The University of Nebraska at Kearney is a public, four-year institution located in the heart of Nebraska. The enrollment is over 9,000 students. Individuals interested in joining a creative and dynamic student affairs division are encouraged to apply for the following positions.

DIRECTOR OF RESIDENCE LIFE
The Director of Residence Life is responsible for the overall operations and staff for 13 residence halls and one family housing apartment complex 1991-92 brought 2 new residence halls. Total housed
on campus is 2,600 students. The Residence Life Department consists
of professional administrative staff, clerical staff, graduate and undertraducte student staff, and propring and custodial staff. graduate student staff, and painting, maintenance and custodial staff (total exceeds 200). This position reports to the Vice Chancellor for Student Affairs.

QUALIFICATIONS: Master's Degree (student personnel preferred). nius 3.5 years' nost-master's experience in residence life. STARTING DATE: July 1, 1992 (twelve month live-out position)

SALARY: Commonsurate with experience. Applicants should send a littler of application, résume and names and phone numbers of 3 references to:

Kay McMinn

Counseling Conter University of Nebraska at Kearney Kearney, NE 68849

Review of applications will begin on April 1, 1992 Applications will be accepted until position is filled.

COORDINATOR OF ENROLLMENT MANAGEMENT BYSTEMS The Coordinator of Enrollment Management Systems is responsible for the design, implementation, and effective use of both mainframe and PC-bosed systems to provide statistical data to assist in enrothment management decisions. The Coordinator will also serve as a Francial Aid Counsolor and have programmetic responsibilities in the Financial Aid Office.

QUALIFICATIONS: Bachelor's Degree required, Master's Degree pre-ferred, Applicants with experience in Enrollment Management and In Financial Aid or other Student Affairs area will receive lirst consider-

STARTING DATE: July 1, 1992. SALARY: Commensurate with experience. Applicants should send a letter of application, résume and names and phone numbers of 3 references to:

Patrick McToe Director of Financial Aid University of Nebreaka at Kearney Kearney, NE 68849

Review of applications will begin on April 1, 1992. Applications will be accepted until position is filled.

UNK is an EEO/AA Employee

Reference/Collection Development Librarian

Brown University Library. Reports to the Head, Relevence Department. Responsible for providing general releience services, in-depth interlibrary loan verification, bibliographic instruction and unline services, and for developing library collections in the social sciences, especially political science and economics. Requireme MLS degree from an ALA accredited library school, academic back ground in social sciences, preferably political science or economies reading knowledge of at least one European tanguage; ability lo reading knowledge of at least one European tanguage; ability to work efficiently with faculty, students and library staff in a research library environment ossential; must be able to work some evening and weekend hours. Dasired qualifications include: collection dev opniant experience; online searching experience; interlibrary loan expeniance, reference and Dibliographic instruction experience in an academic or research library. Appointment range: \$26,300-\$31,600 based upon experience. Interested candidates should send letter of voolication, resume and names of three references to: Geneva Farrell, Department of Human Resources, Brown University, Box 1879/800002, Providence, Ri 02912. Applications received by March 31, 1992 will receive first consideration. Brown University



BROWN UNIVERSITY

Malhematics: Mount Mercy College any nounces a full-time, tenure-track faculty position available September. 1992. Tenching responsibility includes: Precalculus. Calculus, Statistics. Differential Equations, Geometry is a day and evening schedule. Minimal requirements include a description of Geometry is a day and evening schedule. Minimal requirements include a description of the conditions of the conditions of the conditions of the conditions of the condition of the conditions of the conditi

Drive Northeust, Cedar Rapids, Iowa 52402. Applications will be swilated as re-scheed. Mount Mercy College in an Independent, Iour-year, coeducational insilution which offers a career-oriented libraria arts education to a student body of over 1500. E0E/AA.

Assthematics / Computer Science Albion, College. One-year visiting position is abbatical, replacement) be liming in August, 1992. to teach a cause of undergradizate matternatics and or computer science courses. Ph. D. preferred, Salary commercy and the most show evalence of commitment to and excellence in teaching, nreferably in a biboral arts conject. Direct inquiries to R. C. Fryschi, Chalpman, Mathematics to produce statistics as well as interest and experiment, Albion College. Albion, Michigan 49224; (517) 624727, "Thyrelfic albionabilities, Priority will be given to completed acribications received before April 1, 1992. Albion, College is an Equal Oryontodly Exercised College, and expectations and excellence in teaching, nreferably in a biboral arts conject by the produced by the produced of the

LOUISIANA STATE UNIVERSITY MEDICAL CENTER

Senior Internal Auditor Positions

THE LSU Medical Center invites applications and nominations for two Senior Internal Auditor positions. The Senior Internal Auditor will per-form or assist in the performance of linancial and/or operational audits at the Medical Centers in New Orleans and Streegoort, all associated with lines, intermulating, and group wearing as acalegood by the Pleastor of the medical centers in New Orleans and Since of the Office of the Chines, intermediaries, and group practices as assigned by the Director of Internal Audits or the Vice Chancellor for Administration and Finance. Candidates must jussess a Bachelor's Degree in Accounting, Business Administration, or a related field and be a Certified Internal Auditor and/or Certified Public Accountant, with a minimum of four years in internal auditing, public accounting or financial accounting.

Desired Qualifications include a Master's Degree in Accounting, Rusiness Administration, or related field; supervisory experience; health care and/or University auditing experience; experience in EDP auditing and experience in pieparing or assistance in the preparation of reports to management; and conducting or participating in conferences with management; and conducting or participating in conferences with management.

Salary is commensurate with experience for both positions

The LSU Medical Center is a state supported academic health center with teaching, research and public service programs in allied health professions, dentistry, basic biomedical sciences, medicine and nursing. The total current lunds expenditure for FY91 was over 5300 million. Applications should be sent no later than

> Ronnie Smith Vice Chancellor for Administration and Finance Louisiana State University Medical Center 433 Bulivar Street New Orleans, LA 70112

LSUMC is an EEO/AA employer.

Manuscripts Librarian

South Caroliniana Library. University of South Carolina, Manuscripts Librarian. Under the general direction of the Director of the South Caroliniana Library, this position provides library service to students and faculty of the University and to scholarly students and researchers from outside the University; provides reference service; analyses and describes newly acquired manuscript collections; mounts exhibits; writes narrative descriptions for the Library's published annual report. This position has overall supervisory responsibility for Library staff and student assistants in the Manuscript Division.

The University of South Carolina enrolls 17,000 undergraduate students and 8,000 graduate students on the Columbia campus. The Thomas Cooper Library contains 2.4 million volumes, 3.4 million microforms, operates with the OCLC and NOTIS systems and is a member of the Association of Research Libraries.

QUALIFICATIONS: REQUIRED: Master's degree from an ALA-accredited library school; knowledge of South Carolina history. Itterature, and culture; two years' professional library experience or two years' experience processing manuscripts collections. DESIRABLE: M.A. in History or English; knowledge of computer applications.

SALARY is \$25,000 minimum for 12 months. Faculty status, tenure-track. Salary dependent on qualifications and experience. Benefits include medical, dental state retirement, and optional TIAA/CREF. Letter of application, résumé, and names and addresses of four references should be received by April 15, 1982. Apply to Dr. Allen Stokes, Director, South Carolinian Library, University of South Carolina, Columbia, South Carolina 28208.

Equal Opportunity, Aftirmative Action Employer

Montana Tech HEAD OF MATERIALS PROCESSING

Montana Tech is a publicly supported college with emphasis in science and minerals engineering. The college offers the largest mining engineering program in the United States and the third largest petroleum engineering program in the country, in addition to programs in business and the social and physical sciences. The library holds 200,000 volumes and 77,000 maps and has a staff of 8, is a member of WLN and serves a student body of 1,881.

Montana Tech Invites applications for the position of Head of Materials Processing. The Head of Materials Processing supervises and participates in the acquisillon and processing of books, serials, and documents. This non-lenure position holds faculty rank. Qualifications: ALA-accredited MLS degree or willingness to obtain the same in the near term; considerable professional experience in an academic library; knowledge of acquisitions and cataloging methods and procedures; experies with the use of microcomputers in libraries; experience with a major bibliographic utility such as WLN or OCLC; excellent management, supervisory and communication skills, Preferred candidates will have a working knowledge of an online integrated system and a second master's degree in science or engineering.

Salary in mid twenties, depending on education and experience. To apply for this position, send résumé, letter of application and names of three references to: Director's Office, The Library, Montana Tech, Bulte, MT 59701. Applicant screening will begin on April 6, 1992 and continue until the position is filled. Montana Tech is an Equal Opportunity, Affirmative Action Employer.

ty. 1500 Birchmont Drive Northeast, Be-midil, Minnesote 56601-2659. Postmarked deadline is March 31, 1992. Equal Opportu-nity Educator and Employer.

Mechanical Enginearing: #P91/92-12—Assisting or Associate Professor—Visitins Professor convertible to tenure-track. Bestinging Fall, 1992. A visiting professor appointment to mechanical engineering, convertible to tenure-track at the rinks of Assistant or Associate Professor, when the baccalatageate on inocenta program is approved. Dutles Include the following: develop and teach courses and informatories in mechanical angineering, assist in the development of the professor.

opment of the engineering program, and begin research that involves undergraduate students. A strong pre-engineering program is moving to offer a baccalaurest degree in mechanical engineering. Teaching load is 12 hours or its equivalent. Salary is competitive depending upon experience and credentials. Candidates must have an M.S. with entensive octures toward the Ph.D. in mechanical engineering. Preference will be given to candidates who have a Ph.D. with strong experience, involvement in developing teaching laboratories, engineering registration, manufacturing industry appearance, successful extends industry appearance, successful ex-

Director of Corporate & Foundation Relations

Humboldt State University, located in the beautiful coastal redwoods of northern California, invites applications for the position of Director of Corporate and Foundation Relations.

Qualifications: The successful applicant will have a minimum of live years development experience, with at least two years in corporate, foundation, or major gift acquisition.

The director will possess a minimum of a bachelor's degree (a master's is preferred), strong organizational and communication skills, exceptional interpersonal skills, and tall measures of pose

Specific responsibilities of this new position include:

- · creating, in concert with the Director of Development, shon- and long- range strategies for mereasing financial support from corporations and foundations
- preparing written proposals; making presentations to corporate and foundation
- · recruiting an effective cadie of volunteers from among the alumin and friends of the University

Salary is \$42,000 - 50,000, depending on experience. Appointment will be effective on or before July 1, 1902.

Application: Submit a letter of application, resumé, and thenames and telephone numbers of at least three professional references by March 30, 1992. Address application materials to: Chan, Search Committee for the Director

of Corporate and Foundation Relations University Relations: Humboldi State University, Arcata CA 95521-4957

Humboldt State University is an Equal Opportunity/Allumaive Action/Fitle IX Employer, HSU encourages applications from somen and minority persons.

DIRECTOR OF PLANNED GIVING AND MAJOR GIFTS

National Wildlife Federation

The nation's largest non-profit conservation education organization has a position available as Director of Planned Civing and Major Gifts in the Development Department. We are seeking a creative, dynamic professional with exceptional managerial and leadership skills to assume overall responsibility for Planned Civing and Major Civis Division.

Responsibilities include strategic and conceptual planning directing and supervising all planned giving and major gift efforts, marketing plan development and implementation, and direct donor solutiation. The Director reports to the VP for 1 Evedepriment and works closely with both the Director of Land Gifts and the General Counsel's office.

Qualified candidates will have five (5) years' experience in planned giving and major 4th fund taising with demonstrated success in obtaining using contright and deferred gifts. MBA, CPA, law degree or financial planuung certificate preferred.

Ability to use Planted Giving software, excellent oral and written comresoury to use Frances Civing software, excellent oral and writen formunication skills, and strong commitment to conservation necessary. Extensive knowledge of charitable tax laws critical. Candidates should be well versed in budget preparation and management and must also be able to travel extensively (often on short notice).

Salary range from \$50-\$10K depending on experience. We offer excellent benefits including medical/demail, and life insurance. We are also proud to promote a smoke-free work environment. Qualified candidates please send résumé, cover letter and salary history to:

National Wildlife Federation Attention: Human Resources 8925 Leesburg Pike Vienna, VA 22184-0001

An Equal Opportunity Employer
Minorities and Females are encouraged to apply

ternal funding for academic devolupment, and a graume interest in working with undergraduate engineering students. Send current résume, three letters of recommendation, and a University Employment Application which is obtainable from Mechanical Engineer Search Committee, Engineering Program, PS 141. The University of Texas-Pan American, 1201 West University Drive, Edinburg, Texas 78539. Closing date: March 22, 1992. An REOVAA employer.

Medical Education: This is a termine track assistant/associate professor position. Responsibilities include: serving as an educational change agent in the medical school and the health sciences, consulting with the faculty concerning the teaching/learning grocess and their educational research of forts, working on curricular matters for the health sciences. Kellogg grant program, conducting research in areas of interest Minimum qualifications for the position are a doctorate in adult/higher education are to the delay of the program and their education or a closely related field work experience in a medical education or health sciences education setting, ability to work effectively in an interdisciplinary environment, possession of excelent communication scilits, knowledge of the use of computers for education and teaching and evidence of scholarly productivity. Desirable qualifications are knowledge of the use of computers for education and teaching and evidence of scholarly productivity. Desirable qualifications are knowledge of the use of computers for education and teaching and evidence of scholarly productivity. Desirable qualifications are knowledge of the use of computers for education and teaching and evidence of scholarly productivity. Desirable qualifications are knowledge of the use of computers for education and teaching and evidence of scholarly productivity. Desirable qualifications are knowledge of the use of computers for education and teaching and evidence of scholarly productivity. Desirable and the scholarly productivity and the position is filled Schol Scale (action, and teaching and evidence of scholarly productivity. Desirable and evidence of scholarly productivity and the position is filled Schol Scale (action, and teaching and evidence of scholarly productivity and the position is filled Scale (action, and teaching and evidence of scholarly

UNIVERSITY OF THE PACIFIC CONSERVATORY OF MUSIC

Choral Conductor and **Director of Choral Activities**

APPOINTMENT: Pull-time, tenure-track faculty position beginning fall sentister 1992. (August).

OUALIPICATIONS: Master's degree required. Doctorate preferred. Evideep of successful university choral conducting and teaching respured.

RESPONSIBILITIES: Direct chord activities and conduct three chord enembles. Teach conducting and chural techniques contraes. Actively participate in student recrustment responsibilities. RANK AND SALARY: Negotiable

RANK AND SOLEMENT TERMINATED THE UNIVERSITY: An independent instruction established in 1878 UOP is respected for its long standing commitment to academic excellence, dwelly of academic programs and outstanding teaching faculty. Located in Stocker, California, population 250,080; 80 miles west of San Francisco. Stockton, California, population 200,000; no inliga west of San Francisco.

CONSERVATORY OF MUSIC: framaded in 1879; recognized as preeminent among schools of music and the nation. I fully accredited by the National Association of Schools of Music edited 1924. Bathchir degrees in Performant, Music Composition, Music History, Music Education, Music Therapy, and Music Management/Business. Gradinate degrees include Master of Music and Master of Arts. The Master's of Arts in Teaching and the Doctor of Education in Music Education are awarded consecutively thousands the Music and Master of Arts. The Master styring and Master of Education in Music Education are awarded cooperatively through the School of Education and the Conservatory. Currently there are approximately 50 undergraduate and graduate music majors. The highly qualitied facility number 24 full-time and 16 part-time.

APPLICATION DEADLINE: April 3, 1992 APPLICATION DEADLINE: April 5, 1992
Said letter of application, vitae, video tapes of conducting, and names and address of at least four references. Supportive materials should include manappis of academic record and media publicity. Materials will not be returned unless return postage is included.

Dr. Robert Halseth, Chairperson Choral Search Committee Conservatory of Music University of the Pacific 3601 Pacific Avenue Stockton, California 95211 Tel: (201) 946-3217

EEO/AA. Minority applicants are encouraged to apply.

GETTYSBURG

Assistant/Associate Director of Public Relations

Gettysburg College, a selective liberal arts college, is seeking a highly skilled individual to coordinate programs in national and regional media relations and internal communications. Other duties include implementations ing fund-raising communication plans, devising marketing stategies, and assisting with special events. A bacholor's degree, strong written and verbal communication skills. experience with nown media operations, publication production experience, and willingnose to adupt to rapidly changing needs required. Experience in college public relations highly desirable.

Direct applications by March 30, 1992 to: William T. Wolker, Director of Public Rolations, Nov 422, Gollyubung College, Gettysburg, PA 17325.

Gettysburg College is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply,

Minority Data Bank: The University of Mistoni-Si. Louis School of Education is creding its own minority data bank in an effort o achieve faculty diversity. The Uni-Si. Louis School of Education offers degrees us the undergraduate and gruduate levels and is currently seeking applications from anyonic andiest for positions in Section Administration, or Business Education, and Administration, or Business Education, or Elementary and Early Childhook Education. Applications are encouraged to submit a current resume and official transfer to Dr. Everette Nance, Associal Dean, School of Education, University of Missouri, 3001 Natural Bridge Roal, S. Louis, Missouri 6171. Applications will be received through March 31, 1992.

Addiculural Affairs: Student Life. Direc-tor, Mulicultural Center. Responsible for forcing programs that promote mulicul-tual expenses including lectures, art ex-bits, fines, and seminars. Oversee an ad-natory board, monitor budgest example. mory board; monitor budgate expendi-tura; develop workshops and assist in ru-noity stup; development and program sponschip to increase interaction of mr-noity study by the staff outside the krand curriculum. Implement seress-sert and evaluation methods. Requires a mater's degree in an appropriate disci-plate four years' full-time experience in high four years' full-time experience in the four years' full-time experience in high full-time in the full-time experience in the high full-time in the full-time experience in the full-time full-time in the full-time experience in the full-time full-time in the full-time experience in the full-time high full-time experience in the full-time experience in the high full-time experience in the full-time experience in the high full-time experience in the full-time experience in the full-time experience in the high full-time experience in the full-time experience in the full-time high full-time experience in the full-time experience in the full-time high full-time experience in the full-time experience in the full-time high full-time experience in the full-time experience in the full-time high full-time experience in the full-time experience in the full-time high full-time experience in the full-time experience in the full-time high full-time experience in the full-time experience in the full-time high full-time experience in the full-time experience in the full-time high full-time experience in the full-time experience in the full-time high full-time experience in the full-time experience in the full-time hi

sumé, and names and telephoner numbers of three professional references the inpea-novito fir. Michael Pagan, Chair, Depart-most of Performing Aris, Olivet College, Olivet, Michigan 49076, Women and mi-nority candidates are encouraged to apply. Ohvet is a smoke-free campus.

Music: Chair of 15 faculty, 40 major Music Department. Tenure track. Normal administrative responsibilities, including fundrations and extension of the continuous and received to half time. Twelve-manth position begins July 1, 1992. Qualifications: Administrative experience, strong leadership skills, extensive college-level teaching experience, terminal degree (n missic. Runk and salary commensurate with qualifications. Review will begin March 16. continuing until positions. commensurate with qualifications. Review will begin March Id. continuing until position is filled. Send amplication packet and confidential file to. Dr. Martin Shapiro, Chair Search Committee, Department of Music. Fort Hays State University, Hays, Kansas 67601. AA/EOE. Women, minorities and operating with disabilities are en-

monity smouth development and program the property of the contraction in the formal carriculum. Implement assessions and evaluation methods. Requires a plan four years full-time experience in the reduction of the formal carriculum. Implement assessions and evaluation methods. Requires a plan four years full-time experience in the reduction and strong organizational and communication skills. Salary \$28,500. Sepair frague by March 31. 1992 to Personal Services, University of Louisville, Salary Salary and Services, University of Louisville, Salary Sala

DIRECTOR OF BUDGETS Illinois State University

lilinois State University Invites applications and nominations for the position of Director of Budgets. This position reports to the Vice President for Business and Finance and has responsibility for coordinating Institutional long term budget and planning activities, integration of capital and strategic planning models, guiding development of annual operating budgets and participating in planned integration of auxiliary/bond revenue/fee model development. The position coordinates the budget development process with state agencies and other reporting bodies and develops supporting fluancial and statistical information. The position provides consultative and coordinative activities for development of management initiatives in all areas reporting to the Vice President.

The successful candidate should have a bachelor's degree and five years' experience in accounting, business administration or related fields, with 3 years' professional experience in a supervisory or managerial capacity that provided knowledge of methods, plans, and practices of state/governmental accounting with budget emphasis and a knowledge of modern computerized record keeping, including microcomputer sprend sheets. Experience in higher education a plus, Successful candidate will have strong analytical and presentation skills. The position will be filled by June 30, 1992.

Salary is competitive and dependent on qualifications.

In order to assure consideration, submit resume and at least three letters of reference by April 15, 1992 to:

Betty Zimmerman, Secretary
Director of Budgets Search Committee
Office of the Vice President for Business and Pinance
Illinois State University
Normal Illinois State Universit Normal, IL 61761-690

ILLINOIS STATE UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OP-PORTUNITY EMPLOYER. WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

UNIVERSITY OF ROCHESTER

RESIDENT DIRECTOR

Two challenging leadership positions for the new professional interested in a diverse experience, energetic colleagues and a dynamic environment. General responsibilities include providing critical real-dential living and student affairs functions to a residential area; performing assigned business operations and functions for the area; and departmental professional responsibilities. One position is in a traditional residence hall area housing 1200 students, 45 staff, three faculty-in-residences, and seven special interest housing programs. The other position is in an underclass apartment-style area housing 700 students, 18 staff and two special interest programs. Qualifications include residential living experience and master's degree (preferred) in a related area. Compensation base is \$16,600, apariment, utilities and liberal benefits. Applications received before April 8th will receive first consideration. Candidates must submit letter of interest, résums and contact numbers of three references, with fisiters to follow, to: Resident Director Selection Committee, c/o Dr. Logan Hazen, Director, Office for Residential Life, 110 Anderson Tower, Rochester, N.Y. 14627.

Equal Opportunity, Affirmative Action Employer

LIBRARY DIRECTOR **Ohio Dominican College**

Growing Catholic Liberal arts college (1400+) in a dynamic metropolitan area seeks a Director to take responsibility for administration and supervision of all library programs and services.

or all library programs and services.

Accredited by the North Central Association of Colleges and Secondary Schools and the Ohio College Association, Ohio Dominican is a Catholic liberal arts college in the Dominican tradition which offers students a career-oriented liberal arts education in a setting conducive to intellectual exchange, personal growth, and the development of enduring values.

personal grower, and the development of channing values.

The successful candidate must have the ability to lead a talented staff in making the library an integral part of the academic curriculum and community. Heistic will oversee the automation of the library. The Director reports to the Vice President for Academic Affairs.

the vice president for Academic Adams.

Qualifications: M.L.S. from an A.L.A. accredited institution, managenal experience in an academic library setting, demonstrated ability to work effectively with faculty, staff, and students.

The Search Committee will begin reviewing applications immediately for appointment effective July 1, 1992. Salary is in the mid thirties. Letters of application including a current vita should be sent as soon as possible to:

Elizabeth Noe Office of the Vice President for Academic Affairs Ohio Dominican College 1216 Sunbury Road Columbus OH 43219

Ohio Dominican College is an equal opportunity employer.

भागमान्त्रभागमान्यस्य विद्यात्त्रभागमान्यस्य स्थापना स्थापना स्थापना स्थापना स्थापना स्थापना स्थापना स्थापना स

Carolina, a strongly supportive community with outstanding cultural and intellectual with outstanding cultural and intellectual with outstanding cultural and intellectual opportunities in the beautiful western Professor of the state. Application tended by March 31, 1992, will receive the professor of the state. Application tended by March 31, 1992, will receive highest priority. A letter of application, bend all materials to: Professor plane numbers of inrec current references about the tended of the professor of the current references about the professor of the current references and the professor of the current references and the professor of the professor of

Employer.

Music: Assistant Professor of Music. Teoure-track position to teach Music History.
Literature, and Theory. MM required.
Literature, and Theory. MM required.
Courses include Music for the Listener,
Rudiments of Music and Applied Keyboard
Rudiments of Music and Applied Keyboard
and Music Reading. The position includes
divecting the choral ensemble and statistenes with musical heating production. Saltenes with musical heating production.

Employer.

Music instructor. Muster's degree in nustri. Must have completed at least 18 graduate somester hours in the respective teaching srea. Must be qualified to teach instrumental applied music. Direct Stage Band and Pep Band, and teach various nustricted courses. Must have the shiftly to trach and communicate effectively. Two years full-time teaching experience in instrumental music desired. Prefer Stage Band teaching analise performing experi-





NATIONAL TECHNOLOGY TRANSFER CENTER WHEELING JESUIT COLLEGE

Immediate Opening: Associate Director of Training and

Position Description: Responsible for working with the Director and staff in the design, development, implementation and assessment of high quality training programs for the National Technology Transfer Center. Training programs are for the purpose of enhancing and improving the transfer of research from Federal Research Laboratories and other research programs to the private sector. The focus of training program development will be on the design and delivery of short-term, immediate impact instructional programs. The Associate Director of Training will also be responsible for the planning and delivery of internal NTTC staff and college faculty training and

Qualifications: Doctoral degree or equivalent with specialization in engineering or technology education. Teaching and research experience at the university level. Background and experience in curriculum design and development in engineering and/or technology education. Minimum of three years business and/or industrial experience including responsibility for the design, development and delivery of training programs. Successful record of research and project grant development and administration.

Salary: Commensurate with background and experience.

Application Procedure: Submission of letter of application, three letters of recommendation, undergraduate and graduate school transcripts, and curriculum vitee together with related articles or publications concerning technology transfer and technology and/or engineering education. Send application to:

Director of Education and Training Attention: Shanthi Himalaya National Technology Transfer Center Wheeling Jeruit College 316 Washington Avenue Wheeling, West Virginia 26003. Closing date for application April 17, 1992.

Affirmative Action/Equal Opportunity Employer

DIRECTOR OF

CONTINUING STUDIES Indiana University Southeast

Indiana University Southeast is seeking an energetic, results-oriented person to develop and market noncredit programs oriented to businesses and professional development; coordinate General Studies degree programs and credit courses offered officampus and on weekends; supervise professional and clerical staff of five. Master's degree and demonstrated success in program development and marketing required; administrative experience in higher aducation preferred. Send letter of interest, resume and names of three references to: Director of Personnel, Indiana University Southeast, 4201 Grant Line Road, Hox 02-6, New Albany, IN 47150. Screening of applications will begin March 31, 1992, and will continue until the position is filled. IUS is an Affirmative Action, Equal Opportunity Employer.

ence. Apply with letter of interest, resume, copies of college transcripts and 3 letters of reference to Personnel Office, Central Florida Consumity College, P. O. Box 1388, Ocale, Florida 32578. EOE.

Piorida Community College, P. O. Box 1388, Ocata, Florida 22678. EOE.

Music: Marchina Band Director/Asafatant Director of Bands. Clemon University aceks candidates for a tenure-track position. Qualified individuals must have a doctorne or controlled must have a doctorne or controlled sundar college marchine band experience expected. Responsibilities include: Charling and release include: Charling and repeated the 280 piece Tiger Band, coordination and direction of the Pep Bands and teaching as analysed in the Department of Performing Arts. Secondary areas of renation and otherstoll of the Department of Performing as a salarsed in the Department of Performing Arts. Secondary areas of responsibility may include: Jazz. concert band, theory, history, music supreclation, and other areas according to the candidate's interests, experience, and/or training. For full consideration, applicants should submit a letter of application, viantires letters of recommendation, plus tages and other supporting materials to: Dr. Richard B. Goodstein, Director of Bands. Holtsendorff Center—Band Room, Clemson University, Classon, South Carolins on University, Classon, South Carolins to beam March 23. EOE/AA.

29634-1505; FAX 803-035-335. Screenus to begin March 23. EOE/AA.

Musict Search Extended—Music Faculty. Assistant Professor, tenure track, beginding September 1992 to teach undergraduate instrumental Music and Music Education, also theory. Assist in supervise practica. Candidate expected to be productive scholarizatist and to casage in professional service. Doctorate required, teaching experience preferred. Send résumé, cover letter and numeriaddresses of three references by April 24, 1992 to: David N. Fallerson, Chair, Music Department, University of Massachusetts, Boston, 100 Morrissey Boulayard, Baston, Massachusetts 62113-

Music: Pull-time position beginning August, 1992 to teach theory, world music, choir, voice and plane. MA. MM or MME required. Will teach undergraduates in small Catholic seminary college preparing young men for religious and missionary jifa. Knowledge of catholic linguisal massive required. Abdity to work offectively with students of various ethnic and cultural backgrounds accessary. Rank: Commensurate with experience and qualifications. Safary. \$17,500 to \$20,000. Send letter, resume, and three recent references by April 1 to Jeyce Brogan, OSF, Divine Word College, Epworth, Iowa \$2045. AA/EEO.

Music: Due to a typographical error, the University of New Orleans position announcement published February 5, 1992, was incorrectly listed as Music: Assistant Professor, tenure track—liez. The correct title of the position is: Music: Assistant Professor, tenure track. The remainder of the February 5, 1992 listing is correct.

MT. SAN ANTONIO COMMUNITY COLLEGE DISTRICT

DIRECTOR, INFORMATION SERVICES

RESPONSIBILITIES: Under the general direction of the College President, the Director, Information Services provides leadership in the management of innovative and quality information services to assist the College in meeting its goals and objectives. The Director plans the organization and operation of Information Services, which includes Administrative Computing Center, media services, facility and technical support. Monitors adherence to College technology standards: assesses hardware and software needs; consults on use of instructional technologies; advises on integration of data, video and voice technologies; provides for service of all computing telecommunications and media equipment; provides direct support of NOTIS Library System; provides support to Institutional Research Services; supervises Information Services stall and prepares and administers the budget.

budget.
QUALIFICATIONS: Bachelor's degree required; Master's desirable.
Understanding of information services in a complex, diverse college
environment; comprehensive knowledge of principles of organization
and management of a large institution; ability to organize and direct
the functions of a large support service department; ability to analyze
administrative problems and make appropriate recommendations;
ability to analyze situations accurately and take effective action; ability
to supervise employees and work cooperatively with all constituenclos, ability to rotate to an othnically diverse population.

cies, ability to rotate to an ethnically diverse population.

GENERAL INFORMATION: Mt. San Antonio College is a comprehensive, public community college tocated approximately 25 miles east of the Los Angeles civic center. The college is situated in the beautiful San Jose Hills within an hour's driving time from several beach and mountain resorts. The college serves a population of over 800,000 in 18 cities and communities. With approximately 41,000 credit and noncredit students and a staff of over 1,900, the college is one of the largest in the nation Mt. San Antonio College is dedicated to serving a diversitied and changing population through excellence in teaching and support services.

SALARY/BENEFITS: \$83,628-\$88,872/year, Excellent medical, dental, vision plan. Paid lifetime medical for retires and eligible spouse. APPLICATIONS: A complete application must include: District application, résumé, two letters of recommendation and transcripts. The screening process will begin April 15, 1992. To receive application materials, please contact:

Personnel Office 714-594-5811, ext. 4225 MT. SAN ANTONIO COLLEGE 1100 N. Grand Ave., Walnut, CA 91789

An equal opportunity, affirmative action employer

DIRECTOR OF DEVELOPMENT

University of Wisconsin-Superior University of Wisconsin-Superior Foundation

The University and the University's Foundation seek an energetic individual to coordinate fund-raising efforts for the Foundation. The University serves northern Wisconsin with a total enrollment of 3,000. The Foundation, a separately incorporated organization with assets over 34 million, takes funds for University scholarships and institutional support.

Responsibilities include coordinating Foundation fund-rasing efforts and, in consultation with the University, developing and implementing programs as approved by the Executive Committee of the Foundation.

Qualifications: Minimum of a Bachelor's degree and three years' previous experience as a lund-valser in an institution of higher education or a non-profit

Salary: Competitive. Application and nomination deadline: March 23, 1992.

For full Job description, send résumé, letter of interest, and three letters of reference including teléphone numbers (under separate cover) to Chair, De-velopment Director, Search and Screen Committee, University of Wisconsin-Superior, 1800 Grand Avenue, Main 337, Superior, Wi 54880.

Under court-approved settlement of litigation seeking records for searches in Wisconsin, we are required to make available upon request one alphabetical list of all applicants and nominees without differentiation, within two days of request, following the closing date.

The University of Wisconsin-Superior is an Affirmative Action, Equal Opportunity Employer and Educator.

Physical Education / Adapted: Tenching/ Program Lendership, Physical Education for Exceptional Individuals. Provide program coordination and leadership for a chinor and add-on certification in Physical Education for students with highlities. Teach required courses in: Introduction to Adapted Physical Education. Assessment and Prescription for Students with Disabil-ities, Nurmal and Abaurmal Motor Devel-opment. Curriculum Pavelupment for Stu-dents with Disabilities, and Elementary School Physical Education and Theory. Advising of students in Adapted Physical Education minor and add-on certi-fication. Supervision of student teachers expected. Qualifications: Terminal degree required. Emphasis in adapted physical edexpected. Qualifications: Terminal degree required. Empliasis in adapted physical education escential, with support areas in elementary physical education assembla, with support areas in elementary physical education and motor development. Three years of public school teaching required in adapted physical education. Demonstrated ability to maintain close university-public school relationships. Appointment due: Fall Scinester. 1992 late Augusti. Rank and Salary: Salary ocaudable and dependent upon experience. Rank at Assistant Professor or above with Ph.D. and experience. Faculty tensies track. Application Procedure: Letter of appointment of the procedure: Letter of appointment of the procedure of teaching quality, with three letters of reference. Iranscripty exceptionals. Send to. Dr. Jerry Gotbam, 139 Quandt Oynussiam University of Wisconsia Stevens Polot. Stovens Polot. Polot. S

Physics: Tenure-track assistant professor passing beginning August 1992. Teaching all college-level physics, laboratory and some mathematics courses, advising students, serving academic committees. The teaching load is 15-16 hours each semester. Master's degree in experimental physics required, Ph.D. and tenching experience preferred. A strong commitment to excellence in teaching, 519, 300/sen months, 40 hours/week. Mail résumé to Academic Dean, Sue Bonneu College, 151 College Street, Landon, Kentucky 40741. EOF/AAE.

Physics/Engineering: Instructor. McHenry County College, a comprehensive community college located in agrillent librois, is seeking qualified applicants to fill the position of Physics/Engineering Instructor. Tenching responsibilities will consist of approximately 18 contact hours covering courses in calculus and non-calculus bated Physics. Technical Physics. Engineering

CURATOR James Ford Bell Library University of Minnesota Libraries

The James Ford Bell Library is a unique collection of rare books, maps, and rnanuscripts dealing with the European Expansion from 1400 to 1800. The illurary was established in 1955 with the donation of 600 books from the private library of James Ford Rell founder of the General Hills Company in Misneapolis. Currently, this collection of original material comprises 15,000 rare books, 4,000 manuscripts, and 2,500 maps.

scripts, and 2,500 maps.

The Curator is responsible for the collections, services and programs of the Library. The responsibilities include: selecting new acquisitions from catalogs, antiquarian dealers and bookseliers: provision of reference service to scholars at the University and workfwide: interpretation of collections to faculty and students, teaching: preservation and restoration of collections. The Curator also serves a leadership role in the activities of the Associates of the James Ford Bell Library in developing public relations programs and fund-raising activities.

Essential: Applicants must have an ALA accredited MLS, or its foreign equivalent: knowledge of rare book librartanship; minimum of five years' professional experience in a rare book library.

Destrable: An advanced degree in history or a related subject: strong record of publication and teaching: knowledge of European languages; participation in professional associations. This is a twelve-month academic position with probationary appointment at the Associate Librarian rank or continuous appointment at the Librarian rank, and a minimum salary of \$45,000.

mum salary of \$45,000.

Cants should send a letter of application discussing background and experirelating to the position and its requirements: a current résumé; and names
iddresses of at least three references to Barbara Doyle, Libraries Personnet
27, 453 Wilson Library, 300 Mineteenth Avenue South, Minneapolis, Minneso455. Applications should be postmarked by May 15, 1992 to be given consid-

The University of Minnesola is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, market status, disability, public ossistance status, veterans status, or sexual orientation.



Cortland College State University of New York

Curtland College seeks candidates for an Admission position as transfer credit crondinator. Responsibilities will include evaluation of advanced standing credit and advisement for applicants and enrolling students, working with faculty to determine course equivalencies, and the design of articulation agreements with other institutions. Occasional assistance with other admission work is also expected. Very popular, Cortland enrolls over 800 entering transfers annually.

A master's degree and prior credit evaluation experience are required; admission experience is desirable. Applicants should send a letter of interest, résumé and names of three references to:

Michael K. McKeon Director of Admission Cortland College P. O. Box 2000 Cortland, NY 13045

While a committee will begin reviewing applications March 26, applications will be accepted until the position is filled.

AA/EOE

GLASSBORO STATE COLLEGE

College Store Director-Under the general direction of the Associate Vice President for Administration, the College Store Director is the primary operations manager and financial planning officer for the GSC College Store. The Director will be responsible for the efficient ordering of text-books, pricing policies, staff work schedules, operating hours, and budget planning. Responsibilities will also include supervision of one full-time Assistant Director, eight full-time staff members and approximately 20 student clerk/cashlers. The Director will manage six internal departments within the store. The Director will also be responsible for a satellite store at the Camden Campus.

DATE: Duties to begin by July 1, 1992 SALARY: \$36,845-\$51,590

A Bachelor's degree required, and a Master's degree in a business related field is preferred. The successful candidate must have a working knowledge of merchandising and an understanding of accounting procedures. A minimum of five years' experience as an administrator in a college or university bookstore is required.

Send résumé and supportive materials by April 6, 1992 to: Edith Lolgman, Chairperson Search Committee Personnel Office-Unden Hall Glassboro State College Glassboro, NJ 08028

Glassboro State College is an Affirmative Action, Equal Opportunity Em-ployer. Applications from women, minorities and the handicapped are encouraged.

Statics and Dynamics. Master's in Physics and commitment to working with beginning students required. Community collage teachins experience desired. To sprily please submit returned. To sprily please submit returned to the references to: Nancy Loomies, Personnel Director, MeHeary County College. Sept. Sept. MeHeary County College. Sept. Sept.

before April 15, 1992. The Ui is an AA/EO employer.

Political Science: Bluefield State College, full time tenure truck appointment bestimming August 19, 1992. Salary and rank will depend on credentials and qualifications. Duties of the position include some evening teaching. A Ph.D. in political science is required and college-level teaching experience is dealred. We seek a highly qualified person without regard to age, gender or ethnic background. We especially invite applications from individuals who are members of minority groups. Review of applications from individuals who are members of minority groups. Review of applications from individuals who are members of minority groups. Review of applications will begin immediately and will continue until position is filled. Please send a letter of application, résumé, three references who may be contacted, and official credential-confirming transcripts to Personnel Director. Rhus Bod State College.

University is an Affirmative Action of Opportunity Employer.

Political Science/Public Policy Nebrasia Westeyan University invites application for a tenure track position as Assisan fressor of Political Science to begin in Assistant Political Science to begin in Assistant Political Science to begin in Assistant Political Information of Political Science to begin in Assistant Information of Political Science to begin in Assistant Information of Political Science to the Political Information of Political Information Information



AREA COORDINATOR, RESIDENCE LIFE (Multiple Openings)

Salary: Commensurate with education & experience (12 month appointments Closing Date: Position(s) will remain open until filled.

Southwest Texas State University is located between Austin and San Antonio, Texas, off Interstate Highway 35 in the scenic Texas Hill Country. The University has an enrollment of 21,000 students with 5,000 living on-campus ty has an enrollment of 21,000 students with 5,000 living on-campus. Provides direct supervision for the operation and personnel of the defined number of residence halls (5-9), and is also responsible for one of the following areas: (1) staff selection and development; (2) Resident Assistant selection training, and class; (3) programming and research projects as assigned by the Director. Requires two years' previous residence hall experience with increased responsibility in position. Master's degree in college student personnel, counciling, education or a related field is preferred. Must have good oral and writen communication skills, and possess strong interpersonal skills. Also includes apartment, meal plan, and university benefits. For application, please call C12 245-2557 or come by the Personnel Office, SWT, 101 Sessom, Suite #6. San Marcos, Texas 78666. Résumés alone will not be accepted. SWT is an ANTOS.

HALL DIRECTOR, RESIDENCE LIFE (Multiple Openings) Salary: \$1,364 Monthly (9 month appointment) Closing Date: Position(s) will remain open until tilled

lob Number: 144

Supervises, reviews and evaluates the performance of the Resident Assistant and student office workers. Is responsible for maintenance and custodial regots a required. Responsible for developmental programs and activities within the halfest. Chairs or serves on various Residence Life committees. Coursels with residents on disciplinary matters, academic and social problems and adjustment to college life. Provides leadership in a continuing effort to enhance the occampus living environment and is involved in special assignments and/or projects as assigned by the Director of Residence Life. Qualifications include Bachelor's degree with especialnce in residence hall living and programming. The Hall Director lives in a residence hall apartment, meal plan and unnershy benefits are provided during appointment period. For application, please call (512) 245-2557 or come by the Personnel Ottice, SWT, 101 Sesson, Suite #6, San Marcos, Texas 7866/6. Resumes alone will not be accepted. SWT is an AV EOE. lob Number: 144



RESIDENT DIRECTOR (APS-1)

(Sr. Resident Advisor)

We are an innovative Residential Life program that strives for the excel-lence that a diverse staff can bring. We invite you to explore joining our staff for the 1992-93 academic year. The Resident Director position is a twelve month, live-in position responsible for the overall development of a student personnel program for 400-600 residents with summer assign-ments.

ments.

REQUIREMENTS: Demonstrated effective administrative and managerial experience in residence hally including staff supervision and training counseling, advising, and programming for diverse college students. Salvry \$28,400 per year (less approximately \$320 per month for apartment and ments). Position available July/August (negatiable) with the possibility of reappointment for additional year. Primary consideration for resumes received by 4/3/92. Open until filled. Please note if you are attending ACPA or NASPA. Refer to Jub #92-01-028 BP. Send résumé to:

Personnel Services/Employment Unit University of California Santa Barbara South Hall, Room 3607

UC Santa Barbara is an Affirmative Action, Equal Opportunity Employer committed to fostering diversity in its faculty, staff, and student body and welcomes applications from minorities, women, and persons with disabilities.

Political Science: The Government Department at Hamilton College invites applications for a one-year visiting appointment at the Assistant Professor or Instructor level. There may be a second visiting appointment in this area as well. Teaching load is five semester courses. We seek candidates broadly trained in comparative politics. For one of the positions preference will be given to candidates who can teach comparative political development and who can also teach courses in Latin American or African politics. For the second, tentative position, specialization is open. Applicants should send a curriculum vitae, graduale transcripts, and three letters of recommendation, Applications will be accepted until the position is filled. Send applications to David C. Paris, Chair, Department of Government, Hamilton College. 198 College Hill Road, Clinton, New York 13323. Hamilton College is an AAEO employer.

Political Sciences The Government Department Invites applications for a term ap-

BULLETIN BOARD: Positions available

North South Center

Coordinates the editorial and publications offices 25 Well as North-South: The Magazine of the Americas, the Journal of Interamerican Studies, and the various freclance staff; develops North-South information systems and databases; establishes and supervises working procedures for the offices.

Structures and oversees the production process of all scholarly publications published through the North-South Center. Supervises the marketing and distribution of same. Editorial review of monographs and other scholarly papers as needed; oversees editorial process for all manuscripts. Edits and publishes the North-South Center quarterly newsletter, annual report and other promotional pieces.

Qualifications:

- Ph.D. with specialization in Latin American
- affairs, or equivalent
- Demonstrated research and publication record
- Experience in publishing and editorial work Native fluency in English and Spanish
- (Portuguese welcome)
- Superior interpersonal skills Excellent writing and verbal skills

Salary negotiable. A complete University benefits package is included.

Send C.V., a professional portfolio, and the names of three professional references by March 27, 1992 to:

Dr. Jaime Suchlicki Executive Director North-South Center P.O. Box 248123 University of Miami Coral Gables, FL 33124

An Equal Opportunity/Affirmative Action Employer A smoke/drug free workplace.



DIRECTOR

NATIONAL CONSORTIUM FOR ADVANCED GAS TURBINE SYSTEM RESEARCH

Applications for the position of Director of the National Concentium for Advanced Case luring System Research will be accepted intil the position is filled limital cardidate receiving will begin Match 30, 1942. The Director of will also assume the role of Associate Director of the South Cardina Finergy Research and Development Center ISCRIC). This successful cardidate will provide conserts and Development Center ISCRIC). This successful cardidate will provide conserts and the seventh activity for a base behalogy grogram conducted as part of a major industry successfully government program on advanced industrial gas turbine systems. Healthe will be responsible for working what consortium of developers, universities, and technical curve. The program will focus on advanced design systems and life lead or very high efficiency infuncts using natural gas and confederated fuels. Qualifications also include a technical depression an area doubt able to energy systems and gas turbine between Qualifications of the program management skills are also important. Advanced degrees are desirable but not required, a storog background in thermal sciences with emphasis in advance dgas turbine referred is also destrable.

Candidates should send a resume and the trainer, addit uses and phone rounters of four (it regeres to Part Language).

Commission of the Commission o

Not work closely with each mean work on 100 ownee program operation; work on 100 ownees program operation; work on 100 ownees peculi program operation; work on 100 ownees a 1

April 1, 1992. An EEG/AA Employer.

Inchology: The Department of Psycholusy and Social Work at the College of St. Practice of

Propus Administration: Program Coordinate. The Venture Consortium, an 8-college consortium based at Brown University, necessorodinator for college internshud nos profit job placement programs. Responsibilities to develop appropriate job; work closes to develop appropriate job; work clo

Psychology: West Virginia University, De-partments of Anesthesiology and Behavior-al Medicine/Psychiatry have an opening for a Ph.D. Psychologist at the Assistant Pro-fessor Land Company and Interdisciplinary Psychology: West Visigina University. Departments of Anestherology and Behavior all Medicine Psychiatry have an opening for all Medicine Psychiatry have an opening for the position of the position and management of acute and chouse pain, evaluation of patients should have knowledge of implicit formation and management of acute and chouse pain, evaluation and a stress pain program for adult cancer patients. The position also requires a commitment to respect to large, and supervision of undersumed an APA-approved program, have undersumed an APA-approved program have undersumed an

Faculty Position

and/or experience in special edu-cation. \$20,107 to \$25,134 for a cation. \$20,107 to \$25,134 for a nine month letter of appointment. Tenure track. See position announcement for all requirements. Closing dale for consideration. March 20, 1992. Sand resumé, cover letter, college application, three current letters of recommendation, and transcripts to:

DEAN and DIRECTOR Of The Marion Campus of The Ohio State University

The Onio State University invites nominations and applications for the position of Dean

UNIVERSITY As one of four regional campuses of The Ohio State University, Marion offers the first one to two years of instruction for most majors, a two-year Associate of Arts degree some upper division courses, a baccaleureate degree in elementary aducation, and graduate courses in Education. It curronly serves 1,000 commuter students with 30 full-time and 45 part-time faculty.

The Dean and Director is the scademic leader and administrative head of the campus, has edminlatrative responsibility for its personnel, program, facilities and operating budget, and reports to the Senior Vice President for Academic Alfairs and Provost of The Chio State University.

Candidates for this position should have:

ean garried doctorete;
 ea domonstrated record of teaching and scholarship;
 excellent communication and interpersonal skills;

demonstrated academic leadership and organizational management skills:
 experience in student recruitment, development, and fund raising;

ecommitment to affirmative action for faculty, staff, and students. The application should include a comprehensive letter expressing interest and describing qualifications a curriculum vita, and the names, addresses and telephone numbers of five references. It should be

Dr. Gregory S. Rose, Chair Marion Campus Dean and Director Search Committee, Office of Academic Affairs 203 Bricker Hall, 190 North Oval Mail, The Ohio State University, Columbus, Ohio 43210-1358

The Search Committee will begin screening dosslers after March 31, 1992, but will continue to receive

nominations and applications until the Dean and Directior is salected.

The Ohio State University is an Equal Opportunity, Attenuative Actor Employ Woman and minomines are encouraged to apply.

Vestern State College of Colorado, Gunnison, Colorado 81230

AREA COORDINATORS IN RESIDENCE LIFE

Western Statu College seeks Aren Coordinators. The college has a student population of 2,500 and is located in Gunnison, Colorado near Crested Butte and Mozarch Ski areas. Committed professionals desiring to become part of an exciting and developing residence life program in the midst of the Colorado mountains should apply.

RESPONSIBILITIES: Supervision of a Residence Hall Complex, training and supervision of the stall, and participation in the implementation of governance systems and wellness programs. Collateral participation in Student Affairs or the college will be exacted.

QUALIFICATIONS: M.A. in student personnel or equivalent work experiences beyond the B.A. is preferred. Preference given to candidates with experience in residence halls and a commitment to the field of student affairs and higher education. COMPENSATION: Salary competitive, for 10 months, with apartment for 12 months, partial board and excellent fringe benefits for Area Coordinators. The salary range is from \$13,000 to \$15,000. The regular yearly contract is from August 1 to June 1. from \$15,000 to \$15,000, the regular yearly contract is from August to June: APPLICATIONS; Submit cover letter, resumé, credentials and three letters of recommendation to C. M. Churchill, Asst. Dean of Students/Director of Residence Life, [23] Mears Itali, Western State College, Quantson, Colorado \$1231. Applications accepted until the positions are filled. Position starting date is August 1, 1992, Interviews will be conducted at Oshkosh Placement Exchange, ACPA and NASPA.

Western State College is an AA/EO Employer Women and minorities are encouraged to arealy

Michigan State University PLANNED GIVING OFFICER

Michigan State University, a pioneer land-grant institution founded in 1855, is one of the nation's 10 largest universities. More than 42,000 students in over 100 programs are taught by 4,000 feetly in 14 degree-granting colleges. More than 1,000 of its 5,000 arest are developed as one of the nation's most brantiful campuses. The Big Ten-AAU university is located in the state capital, Lansing, in south central lower Michigan, 85 miles from De-

The Planned Giving Officer will assist the director to plan, organize and implement the operation of a comprehensive planned giving program at Michigan State University. Dunies will include prospect identification; cultivation and closing of planned gifts; follow-up and administration of existing expectancies and life income plans; coordinating solicitation activities with the university's major gifts officers and working with volunteers.

A Bachelor's degree in marketing, public relations or equivalent is necessary.

Five years of related and progressively more responsible or expansive work experience in professional fund raising is required. Submit two resumes and refer to position #510100 by March 27, 1992:

Employment Office Office of Human Resour 1407 S. Harrison Road Michigan State Universit East Lansing, MI 488.24

School of Business Administration Five administrative positions, described below, are evailable in the School of Business Administration for 1892-93. All positions require strong interpersonal, managerial and organizational skills. The salary for all positions depends upon the candidate's education and expen-

GEORGE MASON UNIVERSITY

Director, Graduate Placement and Career Development: requires Master's degree in counseling or related field; three to five years' experience in college recruitment, graduate placement, or career development in a business school environment, and working knowledge of computer systems.

Oirector, Graduate Admissions:
requires Master's degree in business or education, or equivalent combination of education and extensive relevant experience, minimum of
two years' recruitment end/or admissions related experience in a business school environment; and working knowledge of computer systems Director, Graduate Admissions:

Director, Academic Administration and Student Services: requires Master's degree in student personnel and guidance or related field and minimum of two or more years' experience in academic advis-

ing in a higher education setting. Associate Director, Academic Administration and Student Support services: requires Mester's degree in student personnel and guidance or related field and minimum of two or more years expenence in scademic admin-latration including management of academic advising in a higher educa-tion setting.

tion setting.

Associate Director, Executive MBA Program:
requires Master's degree in business, education, or related discipline;
and experience in an academic setting with producte professional program development and promotion, or an equivalent combination of aducation and extensive relevant experience.

Cation and extensive relevant experience.

George Meson University rests on 683 wooded acres in Feirfax County, Virginia 16 miles from the nation's capital. The School of Business Administration enrolls approximately 3200 students and is accredited at both the graduate and undergraduate levels by the American Assembly of Collegiate Schools of Business (AACSB).

Send vita and cover letter by March 30, 1992, to:

George Mason University is an Equal Opportunity, Affirmative Action Employer.

Conter, The University of Texas at Austin. P. O. Box 8119. Austin, Texas 78713-819. Applications from members of under-resented groups are encouraged. The University of Texas at Austin is an Equal Opportunity. Affirmative Action Employer.

an equal opportunity employer.

Psychology: One-year assistant professor abbasical replacement available to the Psychology Department of a liberal arts college. A fully-equipped operant laboratory, capable of handling both rats and pigeons, and four IRM computers are available for undergraduate research training. There is also a full-time lab technician who will report to the successful applicant, We profer an individual who conducts animal research, most likely someone in Learning or its subdisciplines te.a. behavioral other consequence areas. Haldwin-Wallace is a private, coefficially an animal college located 14 miles southwest of Cleveland, currently serving approximately 4600 undergraduate and graduate students in 27 seedemic areas. Please send by April 15: wits, evidence of evaluated traching experience, representative repoints, and three letters of recommendation to Dr. Michael Dwyer, De-

partment of Psychology, 275 Eastland Road, Boldwin-Wellace College, Rerea, Ohio 4017; fax 216-826-3779. Affirmative Action, Equal Opportunity Employer.

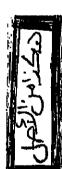
Prychology: Sullivan County Community College is seeking to fill a tenure-trick Psychology position available in Fall 1992 semester: Master's in Psychology required; Ph.D. in Psychology with demonstrated success in undergradure teaching of General Psychology preferred. Salary to \$30,000 phus benefits. Send letter of arphication, resume and 3 letters of recommendation by Aprilo, 1992 to: Office of Personnel Services, Sullivan County Community College, Loch Sheidrake. New York; 17799, AA/EO College.

registry of Legas at Music Imployer. Prythology: St. Olaf College seeks a social psychologist with developmental interests for a two year leave refuzement. Assistant Professor level, beginning September 1992. Ph. D. required (ABD possiblo). Teaching Ph. D. in Psychology with demonstrated access in undergraduate teaching, and who are concerned graduate reaching, and who are concerned with the religious and moral distensions of life and kearting. Send application letter, curriculum viace, and I letters of reference by April 1 to Wedley Brown. Search Committee, Department of Psychology. St. Olaf College is an equal opportunity employer.

Psychology: One-year assistant professor and control of America. St. Olaf College is an equal opportunity employer.

Psychology: One-year assistant professor abbatical replacement abundance of the Beangelical Luther-an Church of America. St. Olaf College is an equal opportunity employer.

Psychology: One-year assistant professor abbatical replacement abundance of the psychology of the psychol





Physical Education/Athletics: Physical Edu-cation and Athletics staff position, Staff ro-sition for head Women's Soccer Coach and head Men's Tennis Coach at NAIA school that stresses academic excitence. Coach and administer programs, teach physical

education courses assigned and other assignments as determined by the needs of the department and qualifications of the applicant. B.A. and M.A. required. Proven coaching and tengling experience at high school or college here preferred. Send letter of application, resume, and references to: Max Sententis. Chairman, Physical Education Department, Whitman College, Walson Walls. Washington 93162. Deadline: April 15, 1992. Alternative Action. Equal Opportunity Employer.

contract. Decodine: March 30, 1992, steri-ing August 28, 1992. Seal application, ré-soncé, transcript and three letters of refer-ence to: Chairman, Division of Science and Mathematics, Rust College, Holly Springs, Misskaippi 38635.

some! Director, MeHeary County College, 1800 U.S. Highway 14. Crystal Lake, Illinois 60012. Employment date July 1, 1992. Application deadline April 3, 1992. EOE, MUF.

Political Philosophy: The University of Wisconsin-Milwaykee Honors Program wishes to extend its closing dole for the Bradley Assistant Professorship in political inhibosophy (February 12 Chronicle) to March 31, 1992.

Political Science The Department of Political Science at the University of Florida lavitos applications for the Manning Dauer Emmers Scholey Chair at the lavel of full professor, beginning August, 1993. The Department seeks applicants with strong the relical interests and as outstanding record of research and publications in American Politics. Field of specialization within American politics is open. Application deadline is March 30, 1992. The University of Idaho, Moscow, Idaho 81843. Frafty-ence will be given to applications received.

Southwest Texas State University San Marcos, Texas 78666-4615 AC512 245-2265

DIRECTOR OF COMMUNICATIONS

Mathematics/Physics

M.S. Degree in Mathematics and M.S. Degree in Physics required. Six years' experience in college teaching in mathematicarphysics including algebra, trigonometry, calculus, physics for mechanics, electricity, heat, light and sound, and statistics. Education, training, and/or experience in special edu-

dation, and transcripts to:

Salt Lake Community College Personnel Services Office 46(0 South Redwood Road P. O. Box 30808 Salt Lake City, UT 84130 Phone (801) 967-4210



Administrative Openings

Santa Rosa Junior College is located \$2 miles north of Can-Francisco in the neart of the Sonorna County wine country A publicly funded California Community College founded in 1918, Santa Rasu Junior College serves more than 33,000 students per semester. Santa Rosa Junior Callege is now accepting applications for the following full-time, twelve months per year Administrative positions:

Position

Closing Date

Dean of Instruction, Occupational Education

4/17/92

Assistant Dean, Health Occupations

4/17/92

Athletic Director

4/17/92

(ull appointments contingent upon Board Approval)

FORMAL APPLICATION REQUIRED

To receive application materials, please contact: Porsonnal Dapartment, Santa Rosa Junior College 1501 Mendocino Avenue Santa Rosa, CA 95401 (707) 527-4688

FAX: (707) 527-4967 An equal opportunity/affirmative action employer

Santa Rosa Junior College 1501 Mendocino Ave., Santa Rosa, California 9540

SOUTH PUGET SOUND



South Puget Sound Community College invites applications for the following administrative positions: DEAN OF AD-MINISTRATIVE SERVICES. Master's degree required. DI-RECTOR OF COLLEGE ADVANCEMENT. Bachelor's de-gree required, Master's degree preferred. DIRECTOR OF PUBLIC EMPLOYMENT TRAINING. Master's degree re-

Applications received by March 31, 1992, will receive full consideration. Later applications may be considered until position is filled. Salary is competitive with Washington community colleges. Excellent benefits package. For application information contact the Personnel Office, 2011 Mottman Road SW, Olympia, WA 98502 or call 206/754-7711, ext. 360. AA/EOE.

ENROLLMENT MANAGEMENT

DIRECTOR

Small private college seeks energetic, creative, articulate leader to plan and implement undergraduate recruitment and retention efforts. Knowledge and experience as college Admissions Director, background in financial aid budgeting and packaging, required. Available Spring or Summer. Letter, résumé, reference addresses/telephone numbers to:

Vice President for Academic Affairs

AA/EOE

Psychology: Eureka College is seekidra a psychologist for a tenure-track position in experimental psychology. Special consideration with the process of the given to those with teaching, research experimental psychology will also be considered. Leaching load is 12 hours per semester inchaling sections of General Psychology. Looking for generalists who enjoy teaching, learning and interaction with faculity and students in other disciplines. Strong liberal arts environment. Good faculity development opportunities. Rank is open. Ph.D. required, kegin Angust 15.1992. Eureka College is a private liberal arts college related to the Christian Chinch (Disciples of Christi and is committed to life inquiry and excellence in undergrandust incoming and excellence in undergrandust incoming and excellence in undergrandust (M.A.) programs in clinical and sendual college transcripts by April 15 to: Dr. Gary II. Gemmon, Denn of the Col-

Psychology: Faculty postejou in Clinical Psychology: Marabell University has an Assistant/Associate Professor postion available (tenure track; rank based on prior experience) for Fall, 1992. Requirements: Doctorate in Cisincal/Professional Psychology preferred; ABD apricants from clinical/professional psychology departments will be considered. License preferred; il-censo eligibility in West Virginia (with full incensive attained within two years) required. Prior college-level (eaching experience is the preferred. Marabell has an undergrantitate major in psychology, and graduate (M.A.) programs in clinical and general/inheoretical asychology. Position requirements include undergraduate and graduate leaching, practicing supervision, research and service. Candidates with a

CONTROLLER

University of Southern Colorado

The University of Southern Colorado, a small regional university, is seeking candidates for Controller. Reporting to the Vice President for Business Services, the Controller is responsible for university-wide administration of all accounting operations including but not limited to annual audit; preparation of all financial reports, financial analyses: accounts payable/receivable; payroll: student loans; and all other accounting functions.

Student loans: and all other accounting functions.

QUALIFICATIONS: Bachelor's degree in accounting or related area from an accredited institution and five [5] years of related experience, three of which are required to be at the supervisory level. A Master's degree or CPA is highly desirable. Experience in higher education is preferred. Candidate must have extensive knowledge of Generally Accepted Accounting Principles (GAAP) as they apply to universities, working knowledge of business principles and computer applications for financial operations, and state and federal policies and procedures for accounting and reporting. Must demonstrate ability to communicate effectively both orally and in writing and to work successfully in a multicultural academic environment.

STARTING DATE: June 1, 1992 SALARY: Dependent upon qualifications

CLOSING DATE: Open until filled. Screening will begin on April 10, 1992. APPLICATIONS: Include 1) letter of application, 2) current resume, 3) list of three references including names, titles, addresses, and phone numbers to:

Robert Mason, Chair Nobert Masori, Crammittee University of Southern Colorado 2200 Bonforte Blvd. Pueblo, CO 81001-4901

THE UNIVERSITY OF SOLITHERN COLORADO IS AN EQUAL OPPORTUNITY EMPLOYER. MINORITIES AND WOMEN ARE ESPECIALLY ENCOURAGED TO APPLY.

............

The University of Tennessee, Knoxville PROGRAM ADVISOR

FRATERNITY AFFAIRS The Dean of Students Office at The University of Tennessee, Knoxville is in the process of identifying candidates for the position of Program Advisor—Fraternity Affairs.

Qualifications: Buchelor's degree required. Master's degree preferred. Demonstrated experience in fraternity affairs, either as advisor or national

Starting Date: August 1, 1992.

Salary: Commensurate with education and experience. To qualify as a candidate for the position, a résumé and list of three references should be received at the following address by 5:00 p.m., Friday, March 27, 1992; however, applications will be accepted until position is lilled.

Mr. W. Timothy Rogers Associate Dean of Students 413 Student Services Building Knoxville, TN 37996-0248

UTK is an EEO/AA/Title TX/Section 504/AΩA Employer.

DIRECTOR, STUDENT HEALTH

The University of Wisconsin-Madison invites applications for the Director of its University Health Service. The Director administers a program with 57,000 visits annually and 72 FTE staff and reports to the Vice Chancellor for Health Sciences. Starting date is negotiable, between July 1992 and January 1993. Academic appointment is possible.

1992 and January 1993. Academic appointment is possible.

Qualifications include M.D. degree with board certification or Ph.D. degree. Also required are substantial administrative and clinical experience at a major university student health program or in a related area, excellent communication skills and proven leadership ability. Please send applications by April 17, 1992 to:

UHS Search Committee Office of the Vice Chancellor for Health Sciences University of Wisconsin-Madison 610 North Walnut Street, #707 Madison, WI 53705

An Equal Opportunity Employer. Applicants' and nominees' names, titles and addresses cannot be kept confidential.

range of research and clinical interests are encouraged to apply. Condidates should demonstrate their exercision to take the demonstrate encouraged to apply. Candidates should demognize their preparation to teach undergraduate courses (e.g., introduction to psychology, abnormal), and graduate coursework in assessment trestment approaches with adults and/or children and practicion authorities. Directing our training clinic is also possible, depending on interests and credentials of the applicant. Clinical and research opportunities in the limited and collaborative efforts with the university's medical school and local mental health agencies. Sainty and rank commensurate with experience. Send letter of application, vita, graduate transcripts, and three letters of recommendation to Dr. Martia Amerikaner, Chnit; Department of Psychology, Marshall University, Hundington, West Virginia 25735-2672. Applications will be reviewed beginning April 15, 1992, and will condinue until the position is filled, An EQU AA employer; women and minority applicants are especially encouraged to apply.

Psychology: Experimental Psychology— University of Wisconsin-Platieville: Assignation Professor, Immer track position beginning August 2), 1992. Preferred qualifications: Ph.D. in Experimental Psychology with active ongoing research program and teaching experience. Minimum: ABD in Centeral Experimental Psychology with ability to teach courses in General Experimental Psychology.

Psychology: Generalist Ph.D. (or ABD) to teach at small liberal arts college. Courses may include introductory, research methods, tests and measurements, lifespan development, social statistics, and physiological psychology. Successful college teaching caperience required. Initial one-year appointment with likely remeval and multiple year contracts. Salary and rank negotiable. Amplicants must arrange to have three letters of reference and all transcripts sent and submit a letter of application and vita to Ray Owabey, Dean, School of Arts and Sciences. Westminator College of Salt Lake City, Utah 84 (83. Deadline for receipt of all learning is March 30, 1992.

and General, Salzry competitive. Applica-tion deadline: April 16, 1992. (An alphabeti-call ist of all nomines and applicants, with-out differentiation, may be released follow-ing the closing date.) Sond vita, transcripts and three letters of reference to Dr. William Miller, Chair, Search and Sereen Commit-tice, Department of Psychology. University

Psychology: University of Florida, We in-vite applications for up to three anticipated

LAKE-SUMTER COMMUNITY COLLEGE

Leesburg, Florida

Lake-Sumter Community College, new coldinating its 30th year, is one of the 28 colleges in the Florida Community College System. It is accepted by the Southern Association of Colleges and Schools and confers both the Associatio in Aris and Associate in Science degrees. During the curront year, the college has antrolled ever 4000 credit students and 3000 more redit students. L-SCC serves Lake and Sumter Countes in Control Florida. The 114 acre conques borders the City of Leesburg in an area highlighted by rolling hills and numerous lakes which is repelly becoming a key residential community for Greater Orlando, less than one hour away.

DEAN OF EDUCATIONAL SERVICES

The Dom of Educational Sorvices is the chief academic officer reporting cheerly to the callege president. The dom is responsible for guiding the college's academic mission and will focus on the implementation and evaluation of neadomic strategies in traditional transfer education, student development, and vocational/occupational programs.

don't development, and vocational/occupational programs.

Minimum Qualifications: The successful condidute must have an corned declarate; at host five years of full-time progressively significant experience in a community college in an administrative position higher than the departmental level; successful experience in evaluation of programs and full-time credit instructors; evidence of the bility to provide intellectual leadership for sendemic change; evidence of strong leadership and administrative, interporsonal, organizational and consensus building skills; and a history of working successfully with people from diverse backgrounds. Community college credit leaching experience preferred.

Salary: Competitive and commonsurate with experience. Candidates wishing to be considered should submit a detailed letter of interest outlining their adecational philosophy and commitment, a current resume highlighting achievements related to criteria noted above and the names of at least three individuals with whom the candidate has worked. Deadline for submission of materials is a postmert of April 3,



Human Resources Loke-Sumter Community College 9501 U.S. Highway 441 Locaburg, Fl. 34788

An Equal Opportunity Institution

Figures of the design of the d

Assistant Dean/Director of **Academic Support Services**

Juniata College invites applications for the position of Assistant Dear/Director of Academic Support Sorvices beginning July 1, 1992. We seek an individual to establish and develop a Treaching/Learning Center to Include peer tutofing study skill development, assessment of student learning, and to be responsible for all aspects of student academic progress, including advisor training, representation of academic alians to First-Year Orientation programs, and planning and teaching a seminary for at-risk student. and teaching a sominar for at-risk students

We seek someone with demonstrated ability to design programs to encourage academic success. A Master's degree in a traditional liberal arts field and evidence of effective traching are required; Ph.D., some administrative experience preferred. Sond curriculum vitae, three letters of reference, and satement of educational philosophy to Barbara M. Rowe, Director of Personal Services, Juniata College, Huntingdon, PA 16652. Applications will be reviewed as received until the position is filled.

ANEOE

DEAN OF FACULTY

The Wheeling, IL Campus of Forest Institute, a four campus Professional School of Clinical Psychology, is seeking Academic Administrator. Ph.D. in psychology or Psy.D. required. Teaching experience, preferably at graduate level, required. Three-five years' administrative experience desirable. Send letter of application, three letters of recomdesirable. Send letter of application, three letters of recom-mendation, and resume to President's Office, Forest Institute, 200 Glendale, Wheeling, IL 60090. Equal Oportunity

FOREST INSTITUTE OF PROFESSIONAL PSYCHOLOGY

non-tenure Visiting Assistant Professor appointments. A Ph.D. is required in one of the following areas: social, developmental cognitive, sensory processes, experimental analysia, comparative, or physiological. Curriculum vitae and three letters of recommendation should be sent to Dr. Carol Van Hartesveldt, Department of Psychology, University of Florida, Gainesville, Florida 32611 by March 27, 1992. The anticipated starting date is August 7, 1992. The University of Florida is an Equal Opportunity. Affirmative Action Employer and encourages applications from women and minorities.

Psychology: Ph.D. Psychologist. Any spe-cialization with the background to teach seneral psychology, abnormal psychology, and theories of personalities plus a course in one's area of interest. One-year subbati-cal replacement with possibility of an addi-tional year for someone with breadth in teaching. The course load is two courses per quarter for each of three quarters begin-

ning Fall 1992. Kalemazuo College la a very selective undergraduste institution which offers the opportunity to work with molivated students in relatively small classissend letter of application along with curriculum vitae and three letters of reference by ulum vitae and three letters of reference by April 15. 1992. to Dr. Londe Sumich, April 15. 1992. to Dr. Londe Sumich, April 16. 1992. to Dr. Londe Sumich, April 16. 1992. to Dr. Londe Sumich, April 16. 1992. to Dr. Londe Sumich, April 1992. to Dr. Londe Sumich, April 1992. to Dr. Londe Sumich, April 1992. to Dr. Londe Sumich after April 15 may be considered unit patients of the property of the

BULLETIN BOARD: Positions available



THE UNIVERSITY OF TEXAS AT BROWNSVILLE

Dean of Instructional Support Services

the University of Texas at Brownsville seeks an energetic, progressive professional to the position of Ocan of Instructional Support Services is responsible for the supervision of instructional support services of the University including an adentic computing learning assistance, publications, media resources, and the library. The responsibilities of the Dean of Instructional Support Services in tude assisting facility with instructional design and utilizing appropriate technology. The Dean of Instructional Support Services will serve as Italiani for resource development efforts, budget development, and the planning, development, implementation and operation of programs and facilities to support instruc-

on.
Qualifications. Doctorate preferred. Administrative experience with successful experience in educational administration preferred. The Dean of Instrucfunal Support Services must demonstrate strong management and leadership
stills and ability to communicate effectively. Experience in personnel management and budget, planning, and implementing academic policies and
stabilishing goals and objectives is essential. Prior experience with library
operations, learning assistance, or comparable destrable.

operations, learning assistance, or comparable destrable. The University of Texas at Brownsville is one of filteen component institutions operated by The University of Texas System. It is located in the southern up of the state of Texas, 20 miles from the Gulf of Mexico and one block from the Texas. Mexico border. Its most unique characteristic is a recently formed purentily with Texas Southmost College, a comprehensive community college located on a shared campus in Brownsville, Texas. The partnership allows for the university and the community college to operate with a consolidated administrative structure, a combined family and a shared teaching mission to provide for continuity in curricultum, efficient use of resources, and high quality instructional programs.

ialary: Competitive and commensurate with qualifications and experience Starting Date: Early Spring 1992.

Application Deadline: Completed applications containing a letter of applica-tion, feamé or vita, transcripts, and three letters of recommentation should be received by March 31, 1992. Condutates myteral to interview may be required to submit additional information by the bearch Committee. Applica-

Alexa Pfister, Acting Director of Human Resources The University of Texas at Brownsville 80 Full Brown Brownsville, Texas 78520

the University of Texas at Brownsville, in partnership with Texas Southmost College, is an Affirmative Action, Equal Opportunity Employer, Women, minorities and Individuals with disabilities are encouraged to apply, UTB is a Smoke-free Institution". Smoking is not permitted in any facility of the

Probabilitation of the control of th

Northwest College

ASSOCIATE DEAN OF INSTRUCTION

be Associate Dean of Instruction reports to Dean of Instruction and usuals with operation of academic attace. Accounts Dear has direct responsibility for academic scheduling, a condination (Summer and Ministersion, decreament and development of part nonagaity, and coordination of acadetine articulation with four year colleges nd area high school. Reguls Tally 1, 1992. Position contingent on funding QUALIFICATIONS: Muster's degree required, doctorate prefetted. College tasking experience degrable. Experience with academic actediting heighful Abley to work in a collegist manner with administrator, discrement challpersons, faculty, staff, and the general public continuit, NAI ARY Reputable, depending upon qualifications. Competitive benefit package APPLICATION PROCEDURES. Send letter of application, resume, colte transcipts, three letters of recommendation, and any other relevant in formands to lanct Reed-brodley, Personnel Officer, Reference Job #212. forthern College, 231 West Stock Street, Powell, WY 82435. Applications feerbed after April 7, 1992, will be considered at the discretion of the

ABOUT NORTHWEST

he college is located in northwest Wyoming, about 70 miles from the east entrance of Yellowstone Park and 90 miles with of Billings, Montane. Puwell is a city of 5,266, the economy of which is based primarily on oil, farming, ranching, and chication Fourth west College is a two-year, largely rendential college of 2,000 students then the (about 1,000 full-time on campus). Northwest's 95 are sampus includes 13 dional huildings, five residence halls, student apartment complex, and often renter. The college serves students drawn from throughout the Rocky Mountain Region. It is commuted to excellence in occupational and transfer programs within the context of a strong liberal airs tradition.

Nonlinest College is accredited by the North Central Association. Edit

Th.D. from an AFA-approved Clinical Psychology from my required; applicants should be able to demonstrate or provide reliance of applicants serious a few particular states. Send letter of applications assing qualifications, vata, consistent on the current letters of reconstruction to Dr. George K. Musus, Chairof Search Committee. Department of prodomy, Prophysical Committee and Interest of the Application (Interest of Search Committee Department of Search Committee Department of Search Committee Department of Search Committee (Interest of S

Fublic Administration: #F9192-50. Assistant Professor. Fublic Administration Openings for two tenure-track, assistant professors beginning Fall, 1962, with a major specialization in Public Administration. Expertise in teaching such courses as Finance and Budgeting, Personnel Administration, and Program Implementation and Evaluation is preferred. Ph.D. required. Experience in NASPAA accredited program desired. A strong record of teaching effectiveness, publication and research is essential. In addition to traching small.



PROGRAM SPECIALIST

for the Mountain Plains Re-gional Resource Center at Utah State University. Specialist will assist state and local education assist state and local education agencies in developing quality programs and services for intents, toddlers, children, and youth with disabilities and their families. Requires earned doctorate or master's degree in special education or closely related lied; working knowledge and experience in implementing P.L. 94-142 and its amendments; demonstrated experience. Ing P.L. 94-142 and its amendments; demonstrated experience in consultation, inservice training, validated instructional techniques and delivering technical assistance. Extensive travel is required. Salary: negotiable, commensurate with qualifications and experience. Closing date: 415/92 or until filled. Position will begin June, 1992. Send letter of application, résumé or vita, and names, addresses and phone numbers of at least three references to: Marifyn Jaacks, Assistant to the Director, Center for Persona with Disabilities, Utah State University. Logan, UT 84322-6800.

USU is an AA/EO Employer.

The Ohio State University Invites nominations and applications for the position of Dean and Director of the Lime campus of the Ohio State University. UNIVERSITY

The Ohlo State University at Lima (OSU-L) is a regional campus of the Ohlo State University. It shares with the Lima Technical College (LTC) four main buildings located on a 555-acre campus in the northwestern Ohlo community of Lima (pop, 45,000). Its nine-county service area is As one of the Ohlo State University's four regional campuses, OSU-L offers the first one to two years of instruction for most undergraduate melors, a two-year Associate of Arts degree, and some upper division and graduate courses as well as a full baccalairents degree in elementary education. OSU-L currently entrolls approximately 1500 students and employs 43 full-time and 35 part-time faculty members and some 40 administrative and classified staff. OBU-L is seeking a dymanic, energetic leader who will work collaboratively and collegially with faculty, staff and students as well as with the co-located (but separately administered) Lima Technical College

The Dean and Director is the administrative head of the campus and reports to title Senior Vice President for Academic Affairs and Provost of The Chio State University. The Dean and Director manages an annual operating budget of approximately 7 million dollars.

DEAN and DIRECTOR

The Ohio State University at Lima

Candidates for this position should have the following qualifications:

*An earned doctorate from an accredited institution.

*A record of scholarly, intellectual and professional schievement sufficient to be eligiblefor tenure in one of the academic departments of The Ohio State University.

*Understatiding of and commitment to the philosophy of a comprehensive university.

*Demonstrated leadership, organizational and managerial skills, and a commitment to participatory converses.

governance.

* Ability to develop and manage an institutional budget and indentify and developpmentes and

Ability to establish strong working realationships with the Columbus campus of The Ohio State
University and other regional campuses and to serve as an effective advocate for the Lima campus within the University and the community.

* Experience in student recruitment, development, and fund raising.

* Demonstrated commitment to equal opportunity and affirmative action.

Applicants should send a letter of application, current curriculum vita, and four letters of reference to: Dean's Search Committee, The Ohio State University at Lime, 222 Gelvin Hell 4240 Compus Drive

Applicants To assure full consideration, applications and nominations should be received by April 15, 1992. The Search Committee will begin screening dosslors on that date, but will continue to receive applications until the Dean and Director is selected. The Ohlo State University is an equal-opportunity affirmative action employer.

DIRECTOR OF **INFORMATION SYSTEMS**

Santa Clara University Santa Clara University seeks a dynamic individual to be responsible for leadership, strategic planning, and coordination in applying information technology to all aspects of the University's educational, research and administrative activities. The Director reports to the Vice President for Acudemic Affairs, and works freely with faculty, students, and staff at all levels in anceting these responsibilities. Duties also include mannging an organization of 33 employees and an operating budget of 53 million in support of neulemic and administrative computing, personal computing, telecommunications, and networking. The computing environment includes DEC and Hill mainfamnes, (200 personal computers, and a Miltel PBX. Santa Clara is both a BITNET and Internet node.

Applicants for this position must have a vision of the growing role of information technology in higher education; a record of increasingly responsible management experience, preferably in a university setting; broad technical knowledge; and excellent interpersonal and communication skills. An advanced degree is required, and a Ph.D. with previous experience in university teaching or academic research is preferred.

Santa Clara is a Jesuit, Catholic, comprehensive university located in the licart of Silicon Valley, Founded in 1851, it is the oldest institution of higher education in California, Current enrollment is 7,700 undergraduate, graduate and professional students.

Application deadline is April 15, 1992. Letters of application with resume, salary history, and the names of three references should be sent to: Human Resources Management Department Santa Clara University Santa Clara, Colifornia 95053

Sunta Clura University is an equal opportunity, affirmative action employer, commit-ted to Excellence through Discretty, and, in this spirit, particularly welrames applica-tions from women, persons of color, and members of other under-represented groups.

ate MPA courses, the teaching load also includes advanced undergraduate public administration courses as well as introductory American and Texas government and politics. Salary is competitive, based on background and experience, Sond letter of interest, current vilae, transcripts, at least three current letters of reference, samples of written work and teaching material (2.4. of written work and teaching material) (2.4. of

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COLLEGE

Position Available: Dean of Vocational/Technical Education. Responsibilities: The Dean of Vocational/Technical Education reports to the Vice President of Academic Affairs; assumes responsibility for supervision and evaluation of instruction in more than 30 degree and certificate programs in vocational/sechnical education; prepares a yearly budget request, approves all related expenditures; recruits and recommends faculity, conducts research relevant to the operation and development of vocational/sechnical education in the College.

Qualifications: Master's degree required, Doctorate strongly preferred, minimum of five years' experience in an administrative position with at least three years at the associate dean level or commensurate experience in a position of similar responsibility; experience with Cerl Perkins funding, ability to provide direction for an embilious and progressive vocational/technical education program in a perticipatory management environment; excellent communication skills. Teaching experience in a vocational/technical discipline and a working knowledge of Missouri State funding procedures is destrable.

Available July 1, 1992.

The College: Jefferson College is a comprehensive community college localad 30 miles south and west of St. Louis in the center of Jefferson County.
Jefferson County is home to 170,000 people who enjoy the benefits of a rural
environment in the immediate proximity of a major metropolitan area. The
College offers a comprehensive curriculum in college transfer and vocational/
technical programs to over 4,000 students each year. The vocational/technical
education program is highly respected throughout the area and has received
state, regional and national recognition for excellence in education.

Salary: Competitive. Jefferson College offers an excellent thinge benefit package including health and dental insurance, long-term disability. Its insurance, a liberal leave and vacation provision, and an outstanding retirement program to its employees.

Applications must include: A letter of application addressing the qualifica-tions, résumé, copies of transcripts and three letters of reference. Completed applications must be received no later than April 1, 1992. Address inquiries and applications to: Dan Steadman, D.A.
Vice President, Academic Affairs
Jeffarson College
1000 Viking Drive
Hillsboro, MO 63050
(314) 789-3956, Ext. 300

It is the policy of Jetterson College that no person shall, on the basis of race, sax, color or handicap, be subject to discrimination in employment, or in admission to any educational programs or activity of the College.

Secondary field: Public Law and/or American Institutions. Ph.D., D.P.A. or A.B.D. Public sector administration experience desirable. Start September 1992. Deadline May 1, 1992 or until filled. Manksto State University. Manksto, Minnesota 55002. Dr. Kunkel, Box 7. Minorities, women encouraged.

Public Administration/Political Science: Arianasa State University. Tegure-track position in public administration/state-local government, starting August, 1992. Defired: Interest in the deportment's government research office, teaching esperieure, and a demonstrated potential for scholarship. Ph.D. preferred; ABD's considered. Arkanasa State University, located in Jonesboro, a city of 47,000 in northeast Arkanasa, is a comprehensive state university with an entollment of 9,700. Send letter of application, résume, and transcriets of college work (copies accepted) to Professor C.W. Hartwig, Chaft, Department of Political Science, Arkanasa State University, State University, Arkanasa 72467-7750; Pax 501-972-3834. Review of applications will beatn on April 1, 1992. AA/FOE.

with whole language orientation, Individuals with ABD status considered if defeate dole is specified. There years K-12 professional experience essential, Must have commitment to field-based alternative delivery, and collaborative methods of instruction, Primary responsibility for teaching courses leading to reading endorsement: the reading process, content area reading, adolescent iterature, excessing and evaluating literacy. Must be knowledgeable about current educational issues, willing to supervise student teachers, advise students, collaborate with bubliquethous, actively participate in division and college initiatives and strive for excellence in every facet of the teacher education program. The Education Division is highly committed to attaining ethnic diversity in the composition of its faculty. Nine-month position, starts August 18, 1921; salary range \$27,000-530,000 (nervices will proceed as applicant servening occurs. Submit by April 3, 1992 letter of application, graduate transcripts, current résumé. J teuers of reference and home/office telephone attenders of 3 additional references to: Dr. Elean Wright, Education Division Chair Lewiston, Idaho 3301; (208) 799-2260, lax (208) 799-2831. AA/EO Employer.

RULLETIN BOARD: Positions available

DEAN OF STUDENTS

University of Wisconsin-River Falls

The University of Wisconstin-River Falls invites nominations and applica-tions for the position of Dean of Students. The Dean of Students is the sentor student affairs officer for the University and reports to the Assistant Chancelor. The Student Affairs Division contains Admissions, Bookstore, Caser Services, Center for Adult Students, Conferences and Events, Coun-seing and Testing, Food Service, Office of Minority Affairs, Residence 1 ife, Student Health, Student Activities, University Centers and the Women's

Resourc Center.

The Position. The Dean of Students is responsible for developing, stengthening, implementing and evaluating programs and policies that enhance our students' educational, social, cultural and personal development. The Dean works in support of the university's mission of creating and fistering a positive learning environment for students. The Dean works cooperatively with academic units to facilitate comprehensive delivery of services to students to maximize academic success and personal development. The Dean provides leadership for the division's directors, is the student conduct officer and serves as an advocate for students. The Dean provides a strong sense of community within the university.

ken helps to promote a strong sense of community within the university had represents the university, and in particular Student Affairs, to internal

and external groups.

The University. The University of Wisconsin-River Falls is located in scenic west central Wisconsin, 30 miles east of the vibrant Twin Cities of St. Paul and Minneapolls, Minnesota. Students may pursue degrees in the colleges of Aris and Sciences, Education and Agriculture. Graduate degrees are also offered in each college. The student population is 5,100. An outstanding student-faculty ratio of 17:1 enhances our strong commitment to quality undergraduate instruction.

Qualifications. A doctorate and five years' experience in student affairs is required. The ideal candidate will have loadership abilities in student affairs; demonstrated ability to work cooperatively with academic affairs units; the ability to build effective relationships with students, faculty and staff, and a commitment to building a diverse campus community.

Application. Position begins July 1, 1992. Deadline for receipt of applica-tion materials is April 15, 1992. Complete applications consist of a cover letter, résuné, and the names, addresses, and phone mimbers of four references. An alphabetical list of all nominees and applicants, without differentiation, may be released following the closing date. Send appli-

Lisa Reavill, Chair Dean of Students Search and Screen Committee University of Wisconsin-River Falls 119 Hathorn Hall, River Falls, WI 54022 FAX (715) 425-4486

The College at Lincoln Center

Fortham University invites norminations and applications for

the position of Doan of the College at Lincoln Center

The Doan is the chief academic officur of a lour-year liberal

ariscollege founded in 1968. It has a student body of approx-

malely 2200 and a full-time faculty of 85. The College is unergenerational and has special ontry programs for recent

high school graduates, working adults, and thu rotined. The Dean reports to the Doan of the Arts and Science Faculty of

he University. The Dean serves on a Council of Deiths who

planand coordinate programs, advise on the most efficient use of resources. He administers within his College all ap-

Proved academic programs, makes recommendations on al

kly. Fordham seeks an individual with strong academic

redentials, administrative experience, and an understan

Letters of application (including a current vita, and the names

ind addresses of three current professional references to

whom we may write) and nominations should be sent by April

Chairman Search Committee

Office of the Vice President for

Academic Affairs

ding of Fordham's tradition of Jesuit aducation

EMPINER RE Fordham University

Bronx, New York 10458

Mallers of taculty status, determines the academic status of students, prepares the budget for the College and represents the College in consultation with administrators of the Univer-

DEAN

FORDHAM UNIVERSITY

The University of Wisconsin-River Falls is committed to achieving diversity in its academic community. Women and minorities are strongly encouraged to apply. AA/EOE.



Oregon **Institute of** Technology

Dean

School of The Engineering and **Industrial Technologies**

Oregon Institute of Technology, founded in 1947, is located on the sunny side of the crest of the Cascade mountain range and is one of eight institutions of the Oregon State System of Fligher Education. It has 2,750 students at its main campus in Klamath Falls and an additional 250 at the OIT Metro Center in the Portland area.

The Dean is the chief anademic and administrative officer of the School of The Engineering and Industrial Technologies and is responsible to the Provost for the academic activities of the departments of Business Technology, Civil Engineering Technology, Computer Systems Engineering Technology, Diesel Power Technology, Electronics Engineering Technology, Manufacturing Engineering Technology, and Mechanical Engineering Technology. The Dean provides creative and effective leadership in:

- Building and augmenting the reputation of the School's teaching
- ond academic programs

 Developing and modifying programs and subject matter in keeping with the changes in technology
- Providing the appropriate educational experience in compute theory and applications for OIT students in all majors.
- Relating the School to appropriate employers, licensing agencies and professional societies
- Promoting the collegial atmosphere and scholarly productivity of the School.
- Involving the departments of the School in the delivery of quality off-campus education, meeting the needs of diverse populations and of the regional and statewide economies
- Strategic planning and fiscal management. An applicant must:
- Be qualified to be appointed as a professor or associate professor with tenure in an academic department of the School and for personal involvement in teaching, service, and scholarship
- 2) Have prior achievement at the level of department chairperson

Oregon Institute of Technology Atin: Shelby Wilsdon, Personnel Director 3201 Campus Drive Kiernath Falls, Oregon 97601-8801 (503) 885-1108

Applications or nominations will be accepted until the position is filled. OREGON INSTITUTE OF TECHNOLOGY IS AN EQUAL OPPORTUNITY EMPLOYER



Associate Dean - Academic Affairs

Daemen College is a dynamic, growing, private, 4-year, non-sectarian co-educational aberal arts institution. Enrollment is 1,600 on 37 acres in Amherst, NY a suburb of Bullalo.

The Associate Dean reports directly to the V.P. of Academic Affairs and assists in curriculum coordination, program assessment, part-time faculty hiring, and academic advisement. The Registrar, Assistant Dean of Academic Advising, HEOP Director, Computing and Academic Resource Director, Community Service and Cooperative Education report to the Associate Dean.

Qualifications: Candidates should hold an earned a Ph.D., possess some admiristrative background, and should demonstrate excellent whing, research and speaking skills as well as an ability to interact with people. Canaldates without significant administrative background who show potential for higher administration will also be considered. Salary will be commensurate with experience and other qualifications. experience and other qualifications.

The position is available July 1, 1992. The application deadline is April 8, 1992. Submit letters of application to Dr. Charles J. Reedy, V.P. for Academic Affairs and Dean of the College, Daemen College, 4380 Main Street, Amherst, NY 14226. AAVEOE.

Recreation/Physical Education: The University of North Carolina at Wilmington, Injunent of North Carolina at Wilmington, Injunent within the Office of Recreation and Intramunal Programs, Division of Student Affairs. Responsible for the Responsible for the Programs of Student Carolina and Student Caroli ment within the Office of Recreation and Intramural Programs, Division of Student Affairs. Responsible for, but not limited to, overall rianning, assessment, and coordination of team, dual, and individual intramural sports programming. Duties include program registration; program and facility (chedulling; recruiting, training, supervisors, officials and grame personnels budgeting; delt safety and program isk management; marketing and advertising programs and program and program isk management; marketing and advertising programs and program and three felters of programs are programs and three felters of programs are programs. Application and supervisions with the program and program and program and program and three felters of programs. Application and three felters of programs are programs and programs and programs and programs are programs. Application and three felters of programs are programs. Application and the programs are programs. Application and supervisions of the program and programs and programs and programs are programs. Application and supervisions and programs are programs. Application and supervisions and programs are programs. Applications and supervisions and programs are programs and programs and programs and programs are programs. Applications and programs are programs and programs and programs are programs. Applications and programs are programs and programs. Applications and programs are programs. Applicati

<u>STETSON</u>

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CAMPUS LIFE POSITIONS

Station University is a private, coeducational, comprehensive, primarily residential and undergraduate institution with a strong iradition of excellence in the liberal aris and sciences, business, music and law. The University's Christian tradition is expressed in a values-oriented co-curricular program which emphasizes social/ethical responsibility. Undergraduate enrollment is approximately 2000. The undergraduate programs are located on an attractive campus in a community of 25,000, about 20 miles west of Deytona Beach and 40 miles north of Oriendo. Letters of application are invited for the following positions: Assistant Dean of Campus Life, Master's degree, 5-7 years' expetience in Student Judicial Affairs.

Director of Residential Life, Master's degree, 5-7 years' post-graduate supervisory experience in residential life program.

Assistant Director of Residential Life. Mester's degree, experience in residential life program, good motivator interested in staff development.

Ropresentatives of the University will conduct interviews through the placement services of ACPA and NASPA national conforences. Women, racial and eitheir intervites are strongly encouraged to apply. Please send curriculum vitae, unofficial transcript and request for detailed job description by April 1, 1992.

jantes R. Beasluy Vice Presidunt and Deen of Campus Life Campus Box 8357 Staten University DeLand, Florids 32720

STETSON UNIVERSITY IS AN EQUAL OPPORTUNITY EMPLOYER



ADMINISTRATIVE DEAN VOCATIONAL/OCCUPATIONAL EDUCATION

Orange Coast College, located in southern California, is seeking appli-cants for this full-time, 12-month per year educational administrator po-

Reporting to the V.P. of Instruction, duties will include providing leadership for development of curriculum for new programs; identification and development of funding sources; and programs, identification and development of funding sources; and programs, and business and industry to develop occupational opportunities such as work experience, cooperative education, and 2 + 2 programs. Minimum qualifications include: California Community College Administrative Credential of Master's degree AND two yrs. full-time administrative experience. Three yrs. classroom teaching experience in a vocational/occupational program at the community college level is also preferred. The annual salary range is \$48,650 to \$73,551, plus excellent fringe benefits.

To obtain a complete job description and the required application forms, please contact the District Personnel Office: (714) 432-5007. Application must be filed prior to 4/17/92.

Coast Community College District 1370 Adams Avenue Costo Mesa, CA 92626

An Equal Opportunity. Affirmative Action Employer

Dean of Students EMORY & HENRY COLLEGE

Emory & Henry, a United Methodist-related College of 800 students, most of whom live on campus, invites applications and nominations for the position of Dean of Students. Enrollment is stable, the endowment has grown to \$20,000,000, and the campus facilities are in excellent condition.

Responsibilities include the full portfolio for student affairs on a residential campus: programming, housing, intramurals, Greek life, campus security, health center, and discipline.

Qualifications include a master's degree in student affairs (doctorate preferred) and at least three years of experience in student affairs at a residential liberal arts college. The successful candidate will have a deep understanding of student affairs, a strong commitment to students, and the imagination and creative energy to develop new programs.

Review of applications will begin on March 29, and the search will continue until the position is filled. Send applications and nominations to Office of the President, Emory & Henry College, Emory, VA 24327. A completed application includes a letter, c.v., and the names and phone numbers of three references.

AAÆQE

in America, seeks applicants for a full-time appointment in theological chica beginning in academic year 1993-94. Applicants and scholarly productivity, as well as sympathy with the mission of the course of the c

Lists of the latest books of interest to Academe —

every week in The Chronicle.

DEAN OF ADMISSIONS AND ENROLLMENT MANAGEMENT PACIFIC LUTHERAN UNIVERSITY

TACOMA, WASHINGTON

Pacific Lutheran University invites applications and nominations for the poston of Dean of Admissions and Enrollment Management, PLU is an independent, comprehense university related to the Evaluation of Lutheran Church to America, it includes a College of Arts and Sciences and Professional Schools in the Arts, Business Administration, Edit attorn, Nursing and Physical Education, and strives in attract a diverse student community obther than 100 persons and professional students. The university enrolls about 3500 student, among whom are 700 graduate students.

Close student/accity relationships are characteristic of PLU, as are strong academic programs, a supportive learning environment and decilication to total student goods and development.

DUTIES AND RESPONSIBILITIES

Develop and implement a comprehensive unruliment management plan. The Dean is directly responsible for the recruitment and admission of undergraduate studens and works elicitively with the Dean of Graduate Studies in the graduate recruiting and admissions process.

The Dean of Admissions and Enrollment Management reports to the prood, work, closely with the academic community, and chairs the university's finoliment Management Group. The Dean must demonstrate strong leadership qualities in all area of admissions, and must have a strong commitment to the support and expansion of programs to increase student diversity, especially as that relates to students of color. QUALIFICATIONS

- The Dean should have broad knowledge and experience in the operation of a compre-liensive admissions program, in enrollment management theory and pactice, in ma-keting for higher education, and in national trends for post-secondary education.

- Candidates should hold a missler's degree and have at least tive years of colleg-or university experience, including administrative experience.

 Special attention will be given to candidates with experience in university recruitment and admissions and to those with admissions administrative experience at the ductor or associate director level.

The position will be available on or after June 1, 1992, with application review to begin April 1, 1992. Applications, nominations or inquiries should be sent to:

I. Robert Wills, Provost Pacific Eigheram University Tacoma, WA 98447

Pacific Lutheron University actively embraces the guals of Equal Opportunity and Athina tive Action and encourages applications from women and minorities.

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

DEAN OF EDUCATIONAL RESOURCES El Centro College, Dallas, TX

El Centro College, part of the seven-college Dallas County Community College District, is seeking qualified applicants for the position of Dean of Educational Resources. El Centro, with an enrollment of approximately 5,800 credit and 5,200 continuing education students, is located in the heart of downtown Dallas; it is the most effects of the seven colleges and reflects the dynamic quality and cultural diversity of the Dallas Metroplex.

The Dean of Educational Resources has responsibility for the overall supervision of services of the college Educational Resource Center, including library, media distribution, audio/visual support and production, IIV coordination, and instructional computer lab. Responsibilities also include assisting faculty with instructional design, utilizing appropriate technology; serving as liaison for resource development efforts, and budget development/planning.

Requirements: Master's degree in educational or instructional technology, library or information science, or closely related field; five years of experience in an instructional resource environment within higher education or industry, including two years of both instructional design and supervisory experience; demonstrated ability to use multimedia technology and computer technology; and demonstrated skills in budget development/planning, and in grant writing.

For application, please submit a résumé to Dr. Linda Stegall, Vice President of Instruction, El Centro College, Main & Lamar Sts., Dallas, TX 75202-3604. A DCCCD application form will be forwarded to applicants for completion and return. All application materials must be received by the deadline date of March 27, 1992.

EEO/D/AA Employe

in Western religions. The position will begin in Fall 1993, Nominations and applications to Professor David Weiss-Halival, Department of Religion, 617 Kent I itali, Columbia University, New York, New York 10027. Deadline: April 18, 1992, Equal Opportunity, Affirmative Action Fundays.

Religion: African Traditional Religion. Undergraduate department of Philosophy and Religion seeks ope-year replacement for 1992-93. Area of specialization: African Traditional Religion; area of competence: Open. Teaching responsibilities include Introduction 10: Religion; and two sections of General Education 10: Roots of Western Civilization. Women and minorities are especially encouraged to apply. Equal Opportunity. Affirmality Action employer. Sand materials to Christopher Vecsey. Department of Philosophy and Religion. Colaste University. Hamilton, New York 13346-1398, by April 15, 1992.

ReligiowEthics: Religion and Ethics Endowed Professorship, Nebrasha Wesleyan University, a selective liberal arts college, invites applications for the Matingly Endowed Chair in Religion. We seek an experienced teacher and established scholar whose professional rappossibilities will be divided between teaching undergraduate courses and leadership for developing a campus-wide emphasis on ethics. Anticipated activities may include the planning and direction of symposia, faculty seminars, and other curricular programs. Nebraska Wesleyan University is autionally recognized as a leader among liberal arts colleges and has a tradition of

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nue, Lincoln, Nebraska 88504-2793.

Religious Studies The Department of Religious Studies at the University of Vorbid announces a one-year position in Hamiltonian announces a one-year position in Hamiltonian and Thotan Language for a ademic year 1992-93. Candidate via or ademic year 1992-93. Candidate via or thropology, history, and photophy of thropology, history, and photophy or preferred. Applications with complete on preferred. Applications with complete on should be sent to Prefersor Paul Goeth. Department of Religious Studies. Carlotting and Carlotting Carlott Research/Blochemistry: Midwestern medical coloration and research facility sees Research Associate to carry out under the uptake and utilization of Vismin Bij is the uptake and utilization of Vismin Bij is

samal and diseased human and other managin cells. Responsibilities will be to party Viamin Big binding proteins and cell surface receptors; to develop in vitro cells for model systems to Middy intra-expression system in identifying cDNA Recently, 2 years post-doctoral experience redurance; 3 years post-doctoral experience redurance; 3 years in purfication and the Receptor and other Viamin Big binding Received Receptor and other viamin Big binding Received Research / Biochemistry: Revearch Associate. Conduct research in the area of expression and regulation of ion transport ATPases, duties include, gene cloning, sequencing, expression and analysis of substitutes of vacuolar H-ATPase, and computer analysis of DNA and amino acid tequences. Must have knowledge of recombinant DNA technologs, construction and screening of genomic and cDNA hibraries, isolation of RNA and DNA, DNA sequencing, protein structure-function analysis and enzymology Required: M.S. in blockemitry and 2.5 years' expetence in biochemical research. \$25,650 per year. 40 hours per week. An employer paid advertisement. Applicant must be presently eligible to took for the U.S. Send resumts to Missouri fold Service, 505 Washington Avenue, St. Louis, Missouri 63101. Attention: J. Gaston Refer to Job Order #544263.

THE UNIVERSITY OF TEXAS AT AUSTIN **DEAN** COLLEGE OF LIBERAL ARTS

The University of Texas at Austin seeks a qualified individual as Dean of the College of Liberal Arts, effective September 1, 1993. The Dean is expected to provide leadership for the continued development of nationally recognized programs of instruction, research, and public service and will guide the College in its interactions with external constituencies. The Dean is the chief executive officer of the College, is responsible for the academic and scholarship leadership and administration of the College, and reports to the President of the University.

The Dean must be a dynamic leader who can effectively admin The Dean must be a dynamic leader who can effectively administer a large and complex college. In the Fall, 1991, the College enrolled about 10,000 undergraduate and 1,000 graduate audonts. The College offers 32 undergraduate, 23 master's and 21 lh.l. degree programs. These programs are administered by 25 acudemic departments and centers. The faculty numbers over

Candidates for the position should possess the following qualifi-

- An earned doctorate and meets standards for appointment at the rank of professor (with tenure) in an academic department of the College of Liberal Arts

 National recognition for accomplishments in education, research, and professional activities

 Administrative experience at a significant level with leadership, managerial, and communicative skills

 Experience in securing financial support for research and educational purposes and in raising funds in the private sector.

The Search Committee will accept applications and nomina-tions until April 1, 1992. After this date, the Committee may re-quost and consider credentials for candidates nominated by re-sponsible sources. Nominations and letters of application, accompanied by a curriculum vitae, references, and other supporting materials, should be mailed to:

Chairman, Liberal Arts Dean Consultative Committee Office of the Dean, College of Liberal Arts The University of Texas at Austin Austin, Taxas 78712

The University of Texas at Austin is an Affirmative Action.



DEAN **SCHOOL OF ARCHITECTURE**

The University of Defruit Mercy, which consulidates the traditions of the Jescuts and the Belajous Sisters of Mercy, entrals 7.500 full-time and patchine students. In addition to its MCNR buls and Cutte Universal angluses. UDM has dental and law at host corpuses. The School of Architecture is defined by its story, design orientation, extensive liberal arts sequence, integration of consequence education, foreign studies programs, and the idea bagical developed programs. The studies is currently 215 to a five-year. NAAB-acc resilied program:

The Dean will be both a teacher and an administrator. Candidates doubt be able to deconnitrate a commitment to excellence in auchitecture and architectural education faced in humano value. The Dean reports to the Vice President of Academic Affairs and is a member of the University's Academic Leadership Council.

The position is available August 15, 1912. Applications and populations will be accepted until the gostion is talled. Screening of applications begins in March, 1992. Cach application must us lade a letter that summarizes relevant professional experiences, a conculum vitae, and the names of at least loss persons who are intimately familiar with the qualifications, experience and philosophy of the individual applicant.

Physics send applications and nonmatture to University of Defruit Mercy: Williams I Lower Chair, Dean of Architecture Search Committee, the Assackate Power's Office, Briggs, 127; P. O., Box 19900; Detroit, MI 48219-3599.

The University of Detroit Mency particularly on ourages applications from women & members of minority communities.

Assistant Dean of Students

Illinois College, a Phi Beta Kappa liberal arts and church related college in west-central Illinois, is seeking an Assistant Dean of Students. Responsibilities will include: Director of Housing (residence halls accommodate nearly 650 students); advising women and women's extra-curricular sctivities; leadership responsibilities for student-faculty all college committees, and possible opportunities for part-time teaching. Qualifications: Master's degree in student personnel services or related field required; one to three years' experience at a small college preferred; excellent communication skills; understanding and support of the goals of a liberal arts college. Salary is commensurate with experience and liberal arts college. Salary is commensurate with experience and communication saling is commensurate with experience and tiberal arts college. Salary is commensurate with experience and qualifications. The 12-month annual appointment begins June 1, 1992. Application deadline: March 20, 1992. Send letter of application with résumé, transcripts, and three letters of recommendation to: Donald R. Eldred, Dean of Students, Illinois College, Jacksonville, Illinois 62650. Illinois College is an AA/EOE.

Research / Biochemistry: Research Associate, Protein DNA Interactions to conduct original Biochemistry research to study the interaction between recombinant cellular retunal protein type II and various retinoids and the structural aspects of ligand-binding anotein interactions in the nuclear retinoic and receptors and in the cellular retinoic acid bindings protein, taillizing GLC and TLC, Plasmid Vector Construction, Olisonateloside and Olisodcosynacteroide Synthesis, Protein Purification (Gel Filtration, lon Exchange, Affiliaty and Ultrafiltration, Chromatography), and Amian Acid Sequencing Requires M.S. or equivalent descree in Biochemistry, demonstrated excellence in research involving Protein Binding Specificity studies, and thorough proficiency in GLC and TLC. Plasmid Vector Construction, Olisonateloside and Olisodcostruction, Olisonateloside and Olisodcostruction, Olisonateloside and Olisodcostruction.

ynucleotide Synthesis, Protein Purification (Oel Filtration, Ion Exchange, Affinity and Ultrafiltration Chromatography), and Amino Acid Sequencing. Respondents must prescally be eligible for permanest employment in the U.S. Salary 221,000 par year, plus employes benefit etsa; 40 hour week. Position is with medical school department division in St. Louis, Missouri, Send résuné and details of required profiscencies to Mrs. Jinmie Gaston, ID#\$43530, Missouri Division of Employment Security, 303 Washington Avenue, St. Louis, Missouri 63101. An Equal Opportunity Employer. An Employer Paid Ad.

Research / Blockemistry: Research Asso-ciate, To conduct in wine research on the 1,25(0HzD3) receptor protein in lympho-cytes, its intervention with known tran-

DEAN

College of Liberal Arts UNIVERSITY OF ALASKA FAIRBANKS

The University of Alaska Fairbanks (UAF), a land-seat-space grant institution serving over 6,000 students at its main campus in Fairbanks and at a number of rural campus centers, invites applications and nonmations for the position of Dean of the College of Liberal Arts. The College of Liberal Arts is the largest college in the University, currently serving 1,000 undergraduate and graduate students in majors offered by the 150 full-time and 50 part-time faculty members housed in 18 Departments within the College of the College offers Baccalaureate and Master a programs in traditional disciplines of study; degrees emphasizing international and multicultural similies, and Ph.D. degrees in Anthropology and Mathematics. KUAC, TV/FM and the Alaska Native Language Center are also housed in the College of Liberal Arts. The College delivers a majority of the courses which service a recently implemented core curriculum.

UAF is located in Fairbanks, a community of over 72,000 that was recently rated fourth best small city in the nation. Being the second largest population center in the State, Fairbanks offers significant cultural, artistic, and recreational opportunities not often available at a community of its size. Fairbanks' geographic location provides its inhabitants with opportunities to participate actively in many international ventures.

The Dean is responsible for personnel matters, budgetary administration and for academic planning of the College and is expected to support and promote the programs of the College in interactions with other internal and external constituencies. The Dean facilitates the development and enhancement of quality teaching, scholarly/creative activity, and server

Candidates for the position should have the following qualifications:

- An earned terminal degree in the humanities, mathematical sciences, performing and line arts, or social teleproses.

 A record of progressively responsible academic administration which includes a history of successful hudgetury and fiscal administration.

 I live attained the tenured rank of Professor.

 A record of excellence in teaching, research/creative activity, and serv-
- tee.

 A demonstrated commitment to supporting and retaining quality faculty, staff, and students.

 A demonstrated commitment to faculty, staff, and student participation
- A demonstrated communication alcuny, stati and state in particular in university governance.
 Strong interpersonal and communications skills.
 Experience working with private and public external constituencies.
 A dealie to experiment with non-traditional educational opportunities.
 Experience in multicultural environments.

Please send a curriculum vitae; a statement of interest and educational philosophy; and names, addresses, and phone numbers of five references

Dr. Paul B. Reichardt, Chair College of Liberal Arta Dean Search Committee College of Natural Sciences Room 465 Duckering Building The University of Alaska Fairbanks Fairbanks, Alaska 99775-1240 Phone: (907) 474-7941

Application screening will begin 25 March 1992 and will continue until the position is filled. The position will be available 1 July 1992 or as soon thereafter as the successful candidate may begin.

The University of Alaska is an EEO/AA Employer and Educati

DEAN, DIVISION OF **EDUCATION & PSYCHOLOGY**

THE POSITION: Heritage College invites applications and nominations for the position of Dean, Division of Education and Psychology. This administrator is responsible Academic Dean of the College and serves in an academic leadership role in coordination with the Chairs of the undergraduate and graduate departments of education and psychology. Salary is negotiable within the salary scale of the College.

QUALIFICATIONS:

Terminal degree with background in Education, Counseling, and/or Psychology.
Sensitivity to culturally diverse populations.
Successful college administrative experience.
Commitment to cooperative decision-making.
Cooperation and communication with external constituencies. THE COLLEGE: Heritage College is an accredited, private, non-denomina-tional institution providing graduate and undergraduate education to a multi-cultural population. Founded in 1981, Heritage is located in Toppenish, a rural region of central Washington State. Emplument exceeds 1,000 students, with the typical student age being 36 years.

APPLICATION: Nominations, letter of application, résumé, and three recent letters of recommendation should be sent by to April 1, 1992 to:

Dr. Espíritu Dempsey, Academic Dean Heritage College 3240 Fort Road Toppenish, WA 98948 509-865-2244

Members of minority groups are especially encouraged to apply. AA/EEO

JATHTER TALLING HITTER HERBERGER SIN HEI FILM IN THE SOUTH BEFORE HEI FILM HEI FILM FOR FRANK FRANK FRANK FRANK

scription factors, and to sequence the protein and clone the sens for a newly discovered vitamia D-responsive nucles; process in human lymphocytes. Outlineations: M.D. or Ph.D. in modical blochemistry and cell molecular blology. I have year as post-doctored presenter in the leki of endocrinology of calcium regulating hormone, including practical experience with Western blot analysis of steroid receptors, ligand-binding receptor assays, DNA-chomatosphy, itsute culture, and redigimmunoassay methodology, DNA cioning and sequencing, and sufit assay methodol. Salary: \$26,772/year. Send résumés with tooles accurity numbers to indiana Department of Employment and Training Services, 10 Morth Senate, Indianapolis, Indiana 46204, Attention: W.F. Shepherd, I.D. number 136213.

Research/Biological Science: Research As-sociate. Function as lead technical expert for tissue culture and hapatic mitochondria work in a laboratory directed toward meta-bolic analysis of tiver cancer and diabetes; perform blochestical assays of various

in mitochondrin preparation, including sep-stration of subcellular components; cligible to qualify to wark with radioisolopes. To apply: mad two copies of your resume with Job Order number or with copy of adver-tisement to: Department of Burployment Services, 500 C Street, NW, Room 325.— Washington, DC 20001. Job Order #1017. Proof of legal right to work to the United States must be provided.



PRESENTATION OF THE PROPERTY O

DEAN/ENDOWED CHAIR

College of Business Administration

THE UNIVERSITY OF OKLAHOMA

Norman Campus

Applications and nonmattors are invited for the position of Deart College of Business Administration, and the first holder of the Fred F. Brown

RESPONSIBILITIES: The Dean provides academic, intellectual, and administrative leadership to the College and reports directly to the Academic Vice President and Provost. Norman Campus. The Dean is respinsible for improving and promoting the quality and effectiveness of the College's instructional, research, and outreach programs. The basic budget for the college is more than 56 million with a permanent endowment of 58 million. QUALIFICATIONS: Candidates must meet the following requirements:

- Candidates with an academic background should possess an earned doctorate and qualify for appointment as a tenured professor in the
- college;

 Candidates with a basiness background should have an outstanding record of leadership and achievement and a demonstrated commitment to and an understanding of higher education;

 Demonstrated ability to lead and successfully manage professionals in
- academic, corporate, or governmental organizations;
 Demonstrated success in securing external support and/or supporting
- fund-rasing activities:
- Possess personal qualities that will facilitate working relationships within the University, its alumni, and among business leaders;
 Commitment to Affirmative Action employment guidelines, practices.

GENERAL INFORMATION: The University of Oklahoma, one of Oklahohat's two public comprehensive universities. has its main compute in Norman, with health sciences campuses in Oklahoma City and Tulsa. Norman is a community of 80,000 located in the Oklahoma City metropolitan area. The Norman campus includes the Colleges of Architecture, Arts and Sciences, Business Administration, Education, Engineering, Fine Arts, Geosciences, Linw, Liberal Studies, the Graduate College, and the Okhloma Center for Continuing Education. The Norman campus has 800 faculty members and enrollment is approximately 21,000 students, including approximately 4,200 graduate students. The College of Business Administration offers live bacculoures and engineers Administration. The College consists of approximately 60 full-time faculty serving approximately 3,000 undergraduate and 300 graduate students. The College has five academic inits including the School of Accounting and Divisions of Environmental Analysis and Policy, Finance, Management, and Marketing. Also included is the Center for Economic and Management Research. The College's faculty are actively engaged in research and enjoy national recognition in a variety of research specialties. The Bass Business History Collection provides a unique research resource through a special collection of books. The Norman campus includes the Colleges of Architecture, Arts and Scivariety or research specialities. The Buss Husbass Instity Contention provides a unique research resource through a special collection of books. Professional development is conducted in collaboration with the Oklahoma Center for Continuing Education and Public Service. An extensive oncampus program of professional seminars and practica are conducted in its modern conference and hotel facilities.

SALARY: The individual selected as Dean will also become the first holder of the Fred E. Brown Chair in Business. The Fred E. Brown Chair has a substantial endownent that will allow a titud compensation package that is very competitive with major AACSB Colleges of Business as well as allowing support of college-wide activities of interest to the Dean. BEGINNING DATE: Preferably Full, 1992.

APPLICATIONS AND NOMINATIONS: The Search Committee will begin APPLICATIONS AND NOMINATIONS: The Sourch Commined will begin screening applications in mid-March, 1992. The position will remain open until lilled. Complete applications must include a résumé of education and experience fund the names, addresses, and telephone numbers of four references!. Nominations and applications should be sent to:

Dr. James F. Kimpel, Chair Business Administration Dean Search Committee 100 E. Boyd, Suite 730 The University of Oklahoma Norman, Oklahoma 73019-0628

The University of Oklahoma is an Equal Opportunity. Affirmative Action Employer.
OU has a policy of being responsive to the needs of dual career couples.

Research / Blomedical Engineering: Revereit Assistant. Preparation of DNA: transfection of DNA into cells; isolation, murification and analysis of DNA, RNA and protein; transforming becterin into DNA: studying receptor midiotamin binding: cultiming cell lines. The following techniques or procedures are used: spectrophosiometric assays, electrophorests, radioisonemetric assays, electrophorest in the jub offered, 85 in Blomedical Engineering, 2 years lab experience with cell piology, experience with cell aging, cell profilor, et culture, spectrophotomolers and immunocytochemistry. Knowledge of word processing, data analysis and danabase management a must. Must have proven ability to work independently. Must show legal proof of right to work permanantly in the U.S. 40week, \$24,000/year. Send resum to F. O. Box \$3342, Pidliadel-Saho, Pennsylvania 19105; Attention: Diene Black.

Research/Blomer hanks: Senior Research
Technalogial, 40 hours/week, 8:00 s.m. to
4:10 p.m.; \$22,719/year. Research pearille on the orthopedic motion analysis of
Least in the orthopedic motion analysis of
Least and Commission and the competition of the committed in the committed in

Research/Bolarty: Research Associate. Research on screening of ameroble consortia for reclustive declinariation and degradation of loxic chlorinated highenyls and observer organics. Establish decibiorination profiles and test anaeroble organisms in take simulated ecosystem. Perform estraction, analysis and identification of biodegradative products using das Chromatography and High Performance Liquid Chromatography and High Performance Liquid Chromatography assems. Research on determination of environmental factors that can affect decibiorinalion nethylty of assarcoble consertiation at related ecophysioloxical studies. Utilize inapobilization techniques to columnobilize inferroblat concentrate to develop a microbial editory system for in situ treatment of contaminated sediments. Required: Ph. D., Botany; Ph. D. dissertation must be in area of microbial physioloxy, biochemistry, ecology and microbial senting must be in area of microbial physioloxy, biochemistry, ecology and microbial senting and microbial interactions. Two publications on degradation of aromatic organic toxic compounds and one publication on use of model ecosystems to sest degradative gene(a) ex-

esearch efforts in the areas of coronary physiology, radiotionoge kneetics and experimental myocardial induction and ischemia. Duties include: ni general laboratory administration (ordering supplies, keeping records of each caperiment, caring for experimental animals); ht calibration and operation of laboratory equipment, c) performing open heart operations in anosthetized dogs including dissection of coronary vessels and instrumentation, d) teach graduate fellows and students experimental techniques; et administering radioisotopes and making measurement of myocardial radiocalivity ander various experimental conditions; f) performing pathologic, autoristic and myocardial properties and myocardial properties; g) utilizing computer technology to determine tracer kinetics and myocardial blood flow under various experimental data on VAX computer; i) ausist in writing manuscripts, preparing silies for pessentialions and writing reports (e.g., budget/progress). Must have extensive knowledge of tuman diseases involving the heart and blood vessels; must have superior manual desterily to perfurm complex strigical operations, on the beating heart. 40 hours week, \$24,421/year. Requirement include Ph.D. v M.D. or equivalent and axtensive knowledge of cardioc diseases. To apply mail or hand carry resume with a copy of a situabed to: VEC, Department 1068, 1202 Franktin Road, Southwest, Roanoke, Virsinia 24002-0061, 1.O. VA 1022194.

inter metabolic bone diseases; write scientific peners on research findings; malntain the upkeep and management of the cryomicrotome inboratory. Requires (1) in Massier's degree; (2) one year's experience in the jabo offered or one year as a Research in the jabo offered or one year as a Research Felluw or Pedastric Surgeon; the 1 year's experience must include the use of surgical schedules; and (1) completion of one yourse each in Histotogy, Pathology, and Rocentgronology, 324,800/year, 40 hours/week, 9-5. Must have proof (legal authority) to work permanently in the U.S. Send 2 copies of resume, transcript and employment letter to: Illinois Department of Employment Security, 401 South State Street, J. South, Chicago, Illinois 60608, Attention: Clordon Dolibor, Roference 87-11-4560-0. No cells, An employer paid advertisement. EOB M/F.

Research / Medicine: Research Assistant needed to direct experimental cardiolosy

DEAN OF FACULTY

SOUTHWESTERN COLLEGE

Southwestern College in Wintfeld, Kansas, a private liberal arts college of 750 students founded in 1885, invites applications and nonunations for the position of dean of faculty.

The dean of faculty is the sendor academic administrator of the college, reports to the president, and is responsible for undergraduate degree programs in six divisions as well as graduate degree programs. The dean's principal ditties are academic policy and related faculty personnel

A candidate for the position of dean of faculty should possess a com-milment to academic excellence, a record of effective teaching and leader-ship in college governance, a responsiveness to the concerns of the facul-ty and high academic credentials, ideally a Ph.D.

A candidate should also understand Total Quality Management and its application to academic governance, and should be capable of facilitating relationships with area businesses, industries, health care institutions, and elementary and secondary schools.

Southwestern College is related by covenant to the Kansas West Con-ference of the United Methodist Church. The dean of faculty assumes a supportive role in the realization of a liberal arts education in this church-Southwestern's diverse student body includes both traditional and non-traditional learners; approximately half are resident students. There are 48 full-time faculty members, the current endowment is over \$20 million. The college is fully accredited by the recognized regional and

riational agencies.

This position is available july 1, 1992, but could be filled at a date mutually agreed upon by the college and successful candidate. Interested persons should send a letter of application together with a curriculum vitae and three current letters of reference to: Office of the President, Southwestern College, 100 College Street, Winfield, Kansas 67156-2499, Applications will be screened beginning April 1, 1992; the process will continue until the position is filled. AAP:OE.

DEAN, NATURAL SCIENCES

RESPONSIBILITIES: Include, Agri. Sci., Astron., Bio., Chem., CIS, Earth Sci., Engineering, Math., Photo., Physical Sci. QUALIFICATION: Master's Degree and prior teaching experience required: must qualify to teach in one of the disciplines in the division.

must quality to teach in one of the disciplines in the division.

GENERAL INFORMATION: Mt. San Antonio College is a comprehensive, public community college located approximately 25 miles east of the Los Angeles civic center. The college is altusted in the beautiful San Jose Hills within an hour's driving time from several beach and mountain resorts. The college serves a population of over 800,000 in 16 cities and communities. With approximately 41,000 credit and non-credit students and a staff of over 1,900, the college is one of the largest in the nation. Mt. San Antonio College is chedicated to serving a diversified and changing population through excellence in teaching and support services.

SALARY/BENEFITS: \$78,420-\$83,628/yr. Excellent medical, dental, vision plan. Paid hietime medical for retiree and eligible snouse.

sion plan. Paid liletime medical for retiree and eligible spouse. APPLICATION: A complete application must include. District application, resume, two letters of recommendation and transcripts. Open until filler! The acreening process will begin April 24, 1992. To receive application

Personnel Office: 714-594-5611, ext. 4225 MT. SAN ANTONIO COLLEGE 1100 N. Grand Ave., Walnut, CA 91789

An equal opportunity, affirmative action employed

change among nucrobes, Munday-Friday, 8-5, 324,000/year, Employer pald adver-risement. Send résumés to 7310 Woodward Avenue, Room 415, Detroit, Michigon 48202. Reference Number 11092.

Research/Materials Science and Empineering has available up to three research faculty positions at the most of Associate Professor or Professor for scientists and engineers with funded research programs interested in affiliating with the Department. Positions require a Ph.D. degree and a consistent record of research funding and poblication in an area of materials research within the scope of the Department. These are aon-tenured positions and must be self-supporting. Positions available until filled. Send current résumé, publication list, research and funding plans to: Professor T. O. Stoebe, Chaliman, Department of Materials Science and Engineering, University of Washington 19.10. Sentte, Washington is an equal unportunity and affirmative action employer.

The most extensive listing anywhere of jobs available in higher education —

every week in The Chronicle.



DEAN, SCHOOL OF BUSINESS

Northern State University invites nominations and applications for the pos-tion of Dean of the School of Business and Technologies. The individual selected will carry on the distinguished leadership provided by Dr. Harry Jasinski, who is retiring after twenty-six years of dedicated service to the

Northern State University seeks a dynamic individual with a vision of the future. Condidates must possess excellent interpersonal and effective team-building skills, an earned chectorate in a discipline represented in the School, and a distinguished teaching, research, and service record. The successful candidate must work effectively with federal and state agencies and with the business community.

Reporting to the Vice President for Academic Affairs, the Dean's responsible for the supervision of Departmental Chairs, and oversees all scatemic administrative, and fiscal operations of the School. The Dean works closely with the Deans of the other Schools and the business advisory board, which is composed of fifteen distinguished and governmental executive and board.

The School of Business and Technologies curolls 1,100 majors, and employs twenty-accentifulatine faculty in four neadenta Departments, Undergraduate majors include international business, management, accounting humanes, marketing, economies, industrial technologies, industrial education, administrative systems and office education. The School offers matter's degrees in industrial education and office education, and participles in a cooperative MBA program with the University of South Dakota. As the gubernatorially designated regented institution to offer an intensitional lorsiness major. Northern State University's School of Rusiness engages in a variety of international business activities, including a professy and student exchange program with Warsaw University.

Northern State is a multi-purpose institution providing both undergraduar and graduate programs typical of a smaller regional university. It is Such Dakota's third largest institution and the state's only comprehensive institu-

Nominutions and applications are solicited. A letter of application, résuné, transcripts, and list at three references are required. Address nominations and applications to Dr. Thomas O. Flicketina, Vice President for Academic Affairs, Northern State University, 1200 South Jay Street, Aberdeen, South Dakota 57401-7198. Consideration of applications will begin on April 1, 1992 and continue until position is filled.

Northern State University is an Equal Opportunity, Affirmative Action Employer.

XAVIER UNIVERSITY OF LOUISIANA **ASSISTANT DEAN** GRADUATE SCHOOL

The Graduate School of Xavier University of Longitans invites application for the position of Assistant Dean. Position available June 1, 1992. The Assistant Dean reports to the Dean of the Graduate School and is responsible for managing, promoting, and developing educational, research, public service, and fund-rasing activities for the Graduate School Additionally, the Assistant Dean will provide supervision of academic and sudent support services, student records, program marketing and publications Qualifications include an earned doctorate, successful teaching expendent

Qualifications include an earned doctorate, successful teaching expenses and scholarly publications; computer skills to maintain student records in higher education; excellent communication and interpersonal skills; and, experience in teacher education. The successful candidate should be able to work with educational systems at the local and state levels as well as to demonstrate a value orientation supportive of the goals and mission of Kavier's Black Catholic heritage. The candidate will be required to teach one course each semiester and provide leadership for technological/research functions of the Graduate School offers the M.A. M.A.T., M.S., and M.Th. degrees.

Salary for the position is compositive and commentate with experience

Salary for the position is competitive and commensurate with experience and qualifications. Letters of application must be postniarked by April 1992 in order to receive full consideration. To apply, send official transcript and three letters of reference to Search Committee, Graduate School, Xavier University of Louisiana, New Orleans, LA 70125.

Xavier University is an Equal Opportunity. Affirmative Action Employee

Residence Life: Area Courdinatur. University of Wisconsin-Whitewater. Live-out position responsible for the courdination of all activities in an area housing 1200-1400 students, supervision of Residence Hall Directors, policy review and formulation, and general administration. Also responsible for the campus-wide courdination of one of for the campus-wide coundination of one of three major areas-student leadership and development, paraprofessional development and staffins, or student conduct. Master's Degree and two years of full-time relevant experience required; three years' full-time experience preferred Application deadline April 10. Send letter of application, resume, all transcripts, and two letters of reference to: Mary Beth Mackin, Assistant Director of Residence Life, 101 Salisbury Hall, UW-Whitewater, Whitewater, Wisconsin 53190.

Residence Liles Area Coordinator. The Area Coordinator is responsible for: administering a comprehensiva student development program within a residential urea of 600 students, supervising 21 or 24 Resident Advisors, administering College policy and manasing residential facilities. Collateral responsibilities in Judicial Affairs or Residential Staff Training and Development. The Area Coordinator must possess and demonstrate a commitment to worklas with students in a residential, liberal arts college setting; a generalist position, requiring retaining reading for professional growth and development. M. S. in Student Personnel or Counseling, plus residence hall experience required. Competitive salary and benefits including furnished apartment, and board when the College is in asssion. Effec-

Street, 3 South, Chicago, Illinois, 6t#405.
Attention: Gordon Doliber, Reference & V.
IL 4622-G. No Calls. An Employer Paud Advertisement.

Residence Life: Area Courdinatur. University of Wisconsin-Whitewater. Live-out position responsible for the coordination of all activities in an area housing 1200-1400 students, supervision of Residence Hall Directors, policy review and formulation, and general administration. Also responsible for the campus-wide courdination of one of the campus-wide courdination of one of

Residence Life: Hall Director. University of Wiscunsin-Whitewater. Responsible for the total administration of one of two residence halls housing 500-50 students, rabing and supervising one gnaduate student on the supervising one gnaduate student supervising one gnaduate student supervising one gnaduate student hall Director and 14-18 A3-16. Ordinating the student conduct process, ordinating the student conduct providing general assistance to students, that is a supervising to the supervision of easiling March 31. Very competitive sadary. Send later of supervision deadling March 31. Very competitive sadary. Send later of supervision of sessiones. Life 31 Assistant Director of Residence Life 31 Salisbury Hall.

Whitewater. Wisconsin 33190. Responsibility.

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Whitewater. Wisconsin 53190.

Residence Life: Hall Director. Responsibituss: Administration, staff supervisor interaturing, and student development for raturing. But student development for related area preferred: Bacheda's rin related area preferred: Bacheda's rin related area preferred: Bacheda's rin resulted area preferred: Bacheda's rin related area representation letter, resume, and three representation letter, resume, and three representation letter, resume, and three representation letters to Dweyne L. Allison, Assistan Dietters to Dweyne L. Allison, Bast Jess rector, Department of Housia, East Jess Liversity, Commerce, Jesas 7422.

ETSU is an EEO/AA employer.



PimaCommunityCollege

Math/Engineering/Sciences West Campus

ASSOCIATE DEAN OF INSTRUCTION

Plans, directs and reviews the educational services of an academtic devision; coordinates assigned activities with other College Divisions, Departments and campuses and outside agencies; and provides high-it (\$\$000) and complex administrative support to the Dean of

Islauction.

REQUIREMENTS: Equivalent to a Master's degree from an accredited callege or university with major course work in education, business or poblic administration, or a related field. Dogree in math/engineering/polices area preferred. Five (5) years of increasingly responsible separience with responsibility for academic and instructional programs in an administrative capacity including at least two (2) years of experience in teaching and/or counseling at a post-secondary level, Possession of, or eligible for, an appropriate Teaching Certification from the State Board of Directors for Community Colleges of Arizona.

from the State Board of Directors for Community Colleges of Arizonia. Knowledge of organizational and management practices as applied to the planning, analysis and evaluation of programs, policies and operational needs. Principles and practices of budget preparation and administration Principles of supervision, training and performance evaluation. Principles and procedures of academic and instructional program development and administration in the area of assignment. Principles and practices of curriculum development and instructional teaching strategies. Current trends, research and development in the use of assignment.

piez of assignment.

Ability to interpret and apply College goals, objectives, policies, procedures, rules and regulations. Analyze problems, identify alternative solutions, consequences of proposed actions and implement recommendations in support of goals. Select, supervise, train and evaluate assigned staff. Effectively direct the provisions of the academic area towhich assigned in support of the College departments, achools and programs. Prepare and analyze administrative and statistical reports, statements and correspondence. Gain cooperation through discussion and persuasion. Interpret and apply Federal, State and local policies, procedures, laws and regulations. Oversee the preparation and administration of an academic division budget, identify and respond to public and Board of Governors issues and concerns. Communicate clearly and concisely, both orally and in writing. Establish and maintain cooperative working relationships with all groups within a diverse multicultural college and community.

Preference will be given to candidates who demonstrate extensive

Preference will be given to candidates who demonstrate extensive experience in working with instructional and laboratory programs. STARTING ANNUAL SALARY: \$48,668

Review of applications with commence on Merch 30, 1992 and will continue until the position is filled. To be considered, a completed fine Community College application, a résumé, unofficial transcripte and the names of three (3) current references must be submitted. Fallure to complete the application requirements will result in elimination of candidacy. All official documents must be submitted to:

PIMA COUNTY COMMUNITY COLLEGE DISTRICT Employment/Human Resources P. O. Box 3010 Tucson, AZ 85702-3010 (602) 884-6624

Pima Community College is committed to multi-cultural diversity and is an equal opportunity, affirmative action employer. Women, minorilles and other protected classes are encouraged to apply.

DEAN

SCHOOL OF MEDICINE

UNIVERSITY OF CALIFORNIA, LOS ANGELES

Applications and nominations are invited for the position of

DEAN OF THE UCLA MEDICAL SCHOOL

Candidates should have the capacity to exercise leadership not only in the School of Medicine, but at the local, state, and national levels as well. Salary will be competitive.

To be essured full consideration, nominations and applications should be eart by April 30, 1992 to:

Medical School Dean Search Committee c/o Ms. Connie Crittick Office of the Chancellor University of California Los Angeles, California 90024

UCLA is an Equal Opportunity, Affirmative Action Employer. WOOD TO THE THE PARTY OF THE PA

beidence Use Residential Life Countination (1) Sanona State University part of the California State University (Odio). Academic Agentia with the Golden Gate Hidde State of 1992-91 Recountry of the California appearance with contrast of 1992-91 Recountry of the State of 1992-91 Recountry of 19

Resident Director

The Massachusetts College of Art is tooking for a person who will provide supervision and coordination to the Smith Residence Hall including establishment of a livinglearning environment to encourage personal growth and academic achievement under the direction of the Vice President of Studeni

The Resideril Director plans, Organizes and directs the total operation of the Resi dence Hall, i.e., facilities management, desk operations, renovations, damage control, inventory, vending

Master's degree preferred in appropriate discipline. Salan range \$15,000-\$17,000 for twelve months, live-in position. Benefits and tuition walver. Beginning: June 1, 1992. Interested applicants March 27. 1992 to: Director

College of Art, 621 Huntington Ave., Boston, MA 02115. Affirmative Action/ Opportunity



eadership Opportunities

in Central California

ASSOCIATE DEAN OF INSTRUCTION

Rusiness Division - Fresno City College DUTIES: Establishes and maintains business and

provides leadership in articulation with high schools and MINIMUM STANDARDS: Includes a MBA degree or a master's degree in business or a related area. THE DIVISION: The division offers twenty-one

majors with a quality oriented staff of 28 full-time and

community relationships which will benefit instruction;

approximately 60 part-time faculty members. ASSOCIATE DEAN OF INSTRUCTION Technical-Industrial Division - Fresno City College

DUTIES: Recommends to the dean of instruction schedules of teaching assignments. Serves in a liaison capacity between the faculty of the division and the administration; promotes, organizes, coordinates and develops 35 division programs.

MINIMUM STANDARDS: Include a master's degree in any occupational or technical area or a bachelor's degree in any occupational or technical area and a master's degree in Education.

THE DIVISION: The division offers thirty-five programs with a quality oriented staff of 40 full-time and approximately 80 part-time faculty members.

Starting Date: 7/1/92 Filing Deadline: 3/30/92

(209) 226-0720.

COLLEGE

DISTRICT

To find out how you can become a member of the team, contact the Personnel Office at 1525 E. Weldon, Fresno, CA 93704, or call them at

TACOMA COLLEGE COMMUNITY

Taconia Community College is a comprehensive community college located in the Pacific Northwest serving 3,200 FTE. The college is known for its quality educational programs; skilled, dedicated faculty; and close lies to the community. The college is committed to increasing the diversity of its faculty and staff and encourages applications from qualified individuals with substantive multicultural experience or expertise. ASSOCIATE DEAN FOR LEARNING RESOURCES

The Associate Dean for Legrning Resources is responsible to provide supervision and coordination of all personnel and activities in the library and media services to the college community.

QUALIFICATIONS: MLS or Master's in education media, instructional technology or related area. Three years' experience managing a learning

ASSISTANT DEAN OF STUDENT FINANCIAL ASSISTANCE

The Assistant Dean of Student Financial Assistance is responsible for all aspects of student financial assistance and is expected to play a significant role in formulating and implementing recruitment and retention efforts. QUALIFICATIONS: Bachelor's degree required. Master's in Student Personnel Administration or Business or related field preferred, Minimum of three years' administrative experience in financial aid.

SALARIES: Commensurate with qualifications and experience. Additional information and application materials may be obtained from: Human Resources, Tacona Community College, 1900 S. 12th St., Tacona, WA 98465; (206) 566-5014. In order to be guaranteed consideration, applications must be received in the Human Resource Office by 4:30 p.m. on April 27, 1992. Minority candidates are encouraged to apply. AA/EOE.

sumés only at NASPA. Sept résumé b Arril 7 to Director of Personnet, Sain Mary's College, Notre Dame, Indiana 46556, An Equal Opportunity Employer. nie student stell supervision and training: develormentni programming; and counseling, discipline and group ndvisiog. Teaching/faculty rank possible. Requites a Miniter's degree in Student Personnel, Counseling or related field. Desired are nost-bacceling or related field. Desired are nost-bacceling accelentation, teaching or counseling. Competitive salary plos turnished apartment, board and excellent benefits. Mine-month contract. Interviewing at NASPA and ACPA conferences. Women and minorities encouraged to apply. Letter of application and 4 letters of reference should be sent by April 15, 1992 to Riz. Pandy. Director of Residence Life and Judicial Affairs, Miamitational and selections and selection of the sent processing and selection of the sent by April 15, 1992 to Riz. Pandy. Director of Residence Life and Judicial Affairs, Miamitations of the sent process of the sent

Residence Life; Residence Hall Director, Saint Mary's College, Primary responsibilities include staff selection, training and supervision (6-17 Resident Advisors and 24 hour desk staff), prourant development, and general administration of 30,550 person rosidence hall. Sensitivity to women's issues and an appreciation of Carbolic there at arts tradition are essential. Ten-month position. Master's degree preferred. Competitive salary including campus apartment, uneals, sood benefits and opportunities for professional development. Will be interviewing at ACPA and accepting re-

Residence Life: Graduate Area Coordinator: Live-in, thares responsibility with one other Graduate Area Coordinator for halls housing 700 students; supervises 20 RA's end in some cases graduate assistant. Other duties include community development, programming, describing. Earolinent in a graduate program required and previous experience preferred. 9 month contract, \$6.500, hurashed sparatnent, meat plan, 6 credit juliton welver, and other standard credit interesting at ACPA. Prefer.

credit tuition waiver, and other standard benefits, interviewing at ACPA. Freference will be given to applications received by April 1. Send letter of applications received to the stands, and the names, addresses and phone numbers of three references to: Robert L. Clough. Director of Residential Life, Barry University. 11300 NE 2nd Avenue, Miamd, Florkla 3161. An Equal Opportunity, Alfirmative Action Employer.

portunity in education and employment in the first control of the control of the

ASSOCIATE DEAN OF THE COLLEGE

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Williams College

Applications and nominations are invited for the full-time position of Associate Does of the College, at Williams College, Reporting directly to the Does of the College, the Associate Does will share in the comprehensive responsibility of the Does's Office for hold the academic and social fives of students. The Associate Does will participate with the other dents in odvising students and in the administration and interpretation of college regulations to students, faculty, and college committees. The Associate Does, along with the Does of the College, will must with the President's Administrative Group, and participates to other important college committees.

The Associate Does's varieties responsibility will be to obtain

college committees.

The Associate Dean's particular responsibility will be to advise intenctive students. The Associate Dean will act as linison with student organizations and campus committees serving the needs of minority students; eversee administrative sepects of several programs, including the Ford-Mellon Research Scholars Programs for Minorities, and orientation programs for minority students; and will help to advise minority students in educational and postgraduate opportunities. The Associate Dean will also work on college-wide programs of multicultural aware-

Applicants should have a Master's Degree or higher, administrative experience at the college level, and experience in counseling students. To be successful, a candidate must have strong interpersonal and communication skills, experience in setting up programs, and the ability to work both independently and as a part of a collegial office.

Founded in 1793 and located in the Berkshim hills of western Musau-chusetts, Williams is a highly soluctive. co-oducational, liberal arts col-lege, with a student body of 2.000 drawn from diverse ratial, ethnic, and socio-economic backgrounds. As an affirmative ection, equal opportunity employer. Williams College eagerly encourages applications from women and minerity candidates.

The position is available this summer, with a preferred starting date of 1 July. To apply, mail letter of application, resume, and the names of three references on later than April 3, 1902 to: Richard B. Bullett, Director of Personnel, Williams Cotloga, P. O. Box 476, Williamstown, MA 01267; (413) 597-2681.

opportunities. Available: July 1, 1992.
Send cover letter, rénumé and names of three references to: Anthony M. Martin. Director of Housing, Carnegie Mellon University, 1060 Morewood. Avenue. Putsburgh, Pepursylvanan 15213, by April 10. 1992. Interviews will be arranged for ACPA and NASPA. An EOVAA Employer.

Frankie D. Minor. Director of Housing, c/o Human Resources, Shini Louis University, 3500 Lindeli Boulewrd, St. Louis, Missour-ri 63103. Saint Louis University is an AA. Equal Opportunity Employer. Minorities are encouraged to apply.

Residence Life: Area Director. Responsible for the residence Eleganomy.

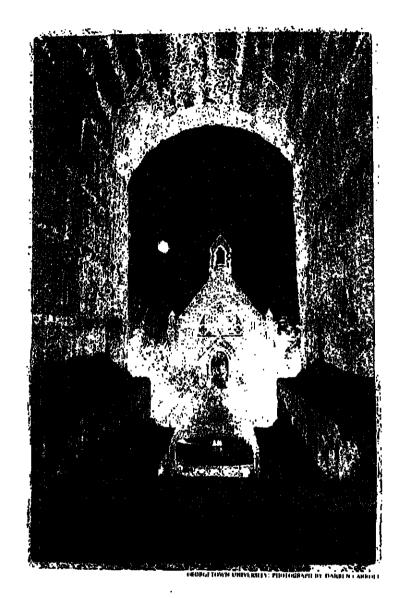
and NASIA. An EUPAA Emporti.

Residence Life: Instructions of the Department of Housing, such as application and assignment process; billing process; all student account housing the account housing charges; financial projection and tracking of a 310 million budget; projecting and maintaining enrollment management statistics including forecasting occupancy and retention; supervision of the Central Housing staff and three professional Area Coordinators. Qualifications include: Master's required in related field, minimum of three years' professional experience, dBasa and Lous experience preferred. Will be attending Oshkosh Placement Exchange and NASPA. Contact

Residence Life: Area Director. Responsible for the residence life grogerum and administration of a residential was housing 50-650 residents in 6-2 buildings, supervising 16-28 student staff, with central office and Student staff, with central of the source of pushtion in responsible for greek housing [1] national fraierslike and 16 soronities), including supervision of greek RA staff and leadership development. Require Master's desired and hall supervisory experience. \$21,000 angual salary plus benefits and apartment. Application deedline: April 10, 1992. Interviewing at NASPA. Send letter of application and resumb to: Fred Fortis. Interviewing at NASPA. Send letter of application and resumb to: Fred Fortis. Interviewing at NASPA. Send letter of application and resumb to: Fred Fortis. Interviewing at NASPA. Send letter of application and resumb to: Fred Fortis. Interviewing at NASPA. Send letter of application and resumb to: Fred Fortis. Interviewing at NASPA. Send letter of application. Send resumble send to the send of the send o



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YOUR WINDOW ON ACADEME The Chronicle of Higher Education P.O. Box 1955, Marion, Ohio 43305 Please enter my subscription to The Chronicle. ☐ Bill me \$67.50 for 49 issues (1 year). ☐ Bill me \$37.75 for 24 issues (1/2 year). Please charge my ☐ VISA ☐ Master Card ☐ American Express # 4 2.7 , i, Signature Name Tide/Department Institution Address.

Zip Code

THE UNIVERSITY OF TULSA

RULLETIN BOARD: Positions available

VICE PRESIDENT FOR STUDENT DEVELOPMENT VICE PRESIDENT FOR STUDENT DEVELOPMENT

The newly created position reports directly to the President and is rerecomble for the development and coordination of all academic support
programs at the University of Tulsa. Academic support groups include
programs at the University of Tulsa. Academic support groups include
programs, the Student Advocacy Center, the Health and Counseling Center,
gam, the Student Advocacy Center, the Health and Counseling Center,
career Counseling and Placement Office, Dean of Students Office, nonradditional student programs, Student Activities, and the Testing Office.
Special couphasts will be the development of a transition program which
is design to assist students requiring additional academic preparation
and non-traditional adult students enter into a competitive college environment, Another priority is the development of a program and services
for a campus-wide student retention effort.

The selement qualifications for this position are a master's degree, ex-

for a campus-write actions for this position are a master's degree, extensive experience in the development and coordination of programs to support "at-risk" and non-traditional students, a record of successful kadeship in developing campus-wide retention programming, and experience in teaching at the college level.

perience in teaching at the coineign every.

The preferred qualifications for this position are a Ph.D. degree and more marketing and community outreach experience.

ASSISTANT VICE PRESIDENT FOR STUDENT DEVELOPMENT AND

DIRECTOR OF THE ACADEMIC TRANSITION PROGRAM DIRECTOR OF THE ACADEMIC TRANSITION PROGRAM
This newly created position reports directly to the Vice President for
Student Development and is responsible for assisting in the development
and coordination of all academic support programs at the University of
Tules. Academic support groups include all ireshman and sophonione
advising, the Academic Transition Program, the Student Advocacy Center, the Health and Counseling Center, Carcer Counseling and Placement Office, Dean of Students Office, non-traditional student programs,
Student Activities, and the Testing Office. In addition, this position direts the Academic Transition Program for first-year students requiring
additional academic preparation.

The coefficients for this position are a master's degree, truthing experi-

The qualifications for this position are a master's degree, teaching experi-nce at the college level, and experience with developmental curricula and retention programs. A Ph.D. degree is preferred.

and retention programs. A Ph.D. degree is preferred.

The starting salary is competitive and commensurate with experience. The University of Tulss offers a comprehensive fringe benefits package, including 100% tuition reduction benefit for the employee and eligible dependents after one year of employment.

The University of Tulss is committed to diversifying its faculty and staff, identers of under-represented groups are strongly encouraged to apply. Screening of applications will commence April 1, 1992. These positions will be available June 1, 1992. Applications, unless directed otherwise, will be considered for both positions. Applicants for one or both positions should send a letter of application, resume, and names and addresses of three references to:

The University of Tulsa Personnel Services 600 South College Avenue Tulsa, Oklahoma 74104

The University of Tulsa is an Equal Opportunity, Attirmative Action Employer.



DEAN OF THE FACULTY/ VICE PRESIDENT FOR **ACADEMIC AFFAIRS**

Cedar Crest College seeks a Dean of Faculty who will demonstrate a commitment to high-quality education for women for the 21st Century. In advance the Cedar Crest mission, the Dean will possess a record of significant academic accomplishments and a readiness to participate in all areas of scholastic activity including teaching.

The successful candidate will demonstrate a knowledge of and experi-nce with issues of diversity, pluralism, and internationalism as they are perinent to Cedar Crest College. Applicants should be prepared to sup-port the interdisciplinary character of the educational experience at Ce-dar Crest and exercise leadership in enabling faculty and students to realize their educational aspirations.

Cedar Crest College is a four-year independent liberal arts college for women. There are 1,200 students about half of whom are traditional age and half of whom are adults returning to school. The 125-year-old college often 32 majors with 57 full-time faculty, 88% of whom have terminal degrees. The beautiful campus is located in the Lehigh Valley, 90 miles from New York City and 50 miles from Philadelphia.

Nominations and accessions of interest will be precised up a rolling

Nominations and expressions of interest will be received on a rolling basis until April 30, 1992 with the expectation of filling the position for the 1992-93 academic year. Competitive salary. Please send letters and cuntollum vitae in confidence to Dr. Durothy Gulbenkian Blaney, President, Cedar Crest College, 100 College Drive, Allentown, PA 18101-6196.

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Judicial Affairs, Live-in, 12-months, Salery competitive. Master's dearce and two years' experience in residence hall manage-

their time graduate assistantine responsible for the comprehensive management of 200 300 person creditational hall. Supervite RA's novernment advains; adjudicate conduct heurings; facility management; departmental committees. Bachelur's degree and admission into graduate studies required. Residence hall experience preferred. Approximately \$1200 salary for 9 munths, furnished spartment; professional development travel funds; in state graduate tuition and 50% reimbursed, partial meal plan. Applications accepted until April 51. Send letter of application, résumé, and three letters of reference to Valere Averill. Associate Director of Residential Life, MSU 60x 30, Mankato, Minnesota \$6602-8400 AA/EOE employer.

DEAN OF **CURRICULUM STUDIES**

Martin Community College, a multi-county, rural state community college of 750 FTE, is looking for an energetic, progressive individual to lead the institution's curriculum studies. This person should be able to provide format direction in all educational areas including vocational programming and general transfer curriculum.

The Dean is the chief academic of-ficer reporting directly to the Presi-dent with responsibility for all cur-riculum personnel and programs, as well as implementing the Col-lege's academic plan, overseeing curriculum programs and associat-od facilities, equipment, personnel, and budgets.

An appreciation for and under-standing of small, rural community colleges is important, as well as a good working knowledge of cur-rent state-of-the-art course deliv-ery methods. The successful candi-date must possess a moster's de-gree from an accredited college or university, with a doctorate pre-ferred. Additional preferred qualifi-cations include college leaching and at least three years of commu-nity college and/or managerial ex-perience.

The Dean position is available July 1, 1992; salary is commensurate with qualifications and college salary structure. A letter of application addressing the candidate's qualifications to perform the above listed duties, accompanied by résumé, statement of philosophy, and other credentials must be received by April 1, 1992. All inquiries should be directed to:

Office of the President Mertin Community College Kehukee Park Road Williamston, NC 27892

Affirmative Action, Equal Opportunity Employer

-------NORTH CENTRAL

KANSAS AREA **VO-TECH SCHOOL** DIRECTOR/C.E.O.

North Central Kansas Area Vo-cational-Technical School, Be-loit, Kansas, is accepting ap-plications for Director C.E.O. Contact Judy Rauman, Clerk, Box 507, Beloit, KS 67420 or 913/ 738-2276 for more information. Application deadline: March 18, 1992.



VICE PRESIDENT FOR STUDENT AFFAIRS

SOUTHEAST MISSOURI STATE UNIVERSITY is a comprehensive regional institution and the only senior institution serving the southeastern quadrant of Missouri. The University campus consists of 780 acres situated on a hill overlooking the city of Cape Cirardeau and the Mississippi River. During the 1991 fall semester, 8,800 students were enrolled in programs leading to associate, bachelor's, master's and specialist degrees.

Dachelors, master's and specialist degrees.

THE VICE PRESIDENT reports directly to the President and is the senior administrative officer for the Division of Student Affairs. The Vice President is responsible for providing leadership and administrative direction to a comprehensive student affairs program which complements and supports the academic mission of the University and enriches the quality of student life. The Vice President works closely with academic leadership in providing direction for the co-curricular segment of the University's nationally-recognized University Studies program. The Vice President implements the programs of the newly-reorganized Division of Student Affairs, including enrollment management, student development, and auxiliary units.

FINCTIONAL AREAS for which the Vice President will be responsible include: admissions/new

FUNCTIONAL AREAS for which the Vice President will be responsible include: admissions/new student relations; orientation; coordination of scholarships; registrar's office (enrollment, student records); tutorial services; testing services; equal opportunity programs (Student Support Services, Talent Search); career planning and placement; health services; counseling services: student rights and responsibilities; services to minority students, commuter students, students with disabilities, adult learners, international students, off-campus students, and students with gender issues; residence life; University Center and campus activities (including bookstore and textbook services); Student Recreation Center/recreational sports; and the contracted university dining services.

REQUIRED QUALIFICATIONS:

Eamed doctorate in an appropriate field from an accredited institution.

Evidence of commitment to the philosophy of student personnel work.

Demonstrated administrative, management, and leadership skills.

Significant, progressively responsible and relevant administrative and supervisory experience in areas related to this position in higher education (minimum of eight years preferred). PREFERRED QUALIFICATIONS:

Demonstrated expertise in a campus-wide program of enrollment management which enhances the recruitment, retention, and success of students.
 Demonstrated commitment to affirmative action and the promotion of cultural diversity.
 A record of experience in managing student-related auxiliary units and student advocacy.
 An outstanding record of contributions to the profession.
 Experience in teaching, academic advising and/or academic administration.
 The ability to work effectively with faculty, staff and students in a collegial governance structure.

Strong interpersonal skills.
Excellent verbal and written communications skills. SALARY AND BENEFITS are competitive and commensurate with experience and credentials

POSITION AVAILABLE: August 1, 1992, or as soon as possible thereafter.

NOMINATIONS DEADLINE: Nominations must be submitted not later than March 20, 1992 to the

APPLICATION PROCEDURE: All application materials must be postmarked not later than Friday. April 3, 1992. Applicants should send a letter of interest which shows evidence of the qualifications noted above, a curriculum vitae, and the names, addresses, and phone numbers of five references

Kaia M. Stroup, President Southeast Missouri State University One University Plaza, Cape Girardeau, Missouri 63701

theast Missouri State University is an Affirmative Action, Equal Opportunity Employer and encourages nominations and applications of women and minorities.

SWEET BRIAR COLLEGE Dean of Academic Advising

Dean of Academic Advising to develop and coordinate the academic advising program for freshmen and sophomores, continue the development of the Freshman Seminar Program, and manage college-wide retention efforts at a noted mid-Atlantic women's college. Experience in college teaching and advising required, good interpersonal and leadership skills, commitment to women's education and development. Reports to the Dean of the College: Italson with Admissions. Financial Aid and Student Affairs, Available July 1992. Advanced degree in the Liberal Arts or Sciences, Ph.D. preferred. Send vita and three letters of recommendation to Dean George H. Lenz, Chair, Search Committee, Sweet Briar College, Sweet Briar, Virginia 24595. Consideration of applications will begin March 30, 1992. Women and minorities encouraged to apply, ECE.

Judicial Affairs. Live-in, 12-months. Salery competitive. Master's degree and two years' experience in residence half management preferred. Computer knowledge helpful. Sensitivity to a religiously-oriented college environment essential. Candidates desiring advanced interviews at NASPA should submit résumés and credentials by March 23. Contart Christopher M. Janoik. Director for Residence Life. Kennedy Hall. Villanova University. Villanova-Pennsylvania 19583.

Residence Life: Mankaro State University. Residence Life. Mankaro State University in Mankato. Minnevola, seeks applicants for Assistant Complex Director pusitions. That-time graduate assistantish personsible for the comprehensive management of a 200-300 person creductional hall. Supervive RA's; government advisina; adjudant capital composition, or campus housing, apmonth mention of summer housing or professional endered sassistantish expensive programs; coordinate department safety procedures, coordinate student which the malician procedures, coordinate department safety procedures, coordin

ment; departmental committees. Bachetur's degree and admission into graduate studies required. Revidence half experience preferred. Approximately \$12.00 salary for muntis, furnished spartment; professional development insvelfunds; in-state graduate tertion and \$00°; reinbursed, parlial meal plan. Applications accepted until April J. Send letter of application, returned, and three letters of reference to Valerie Averill. Associate Director of Residential Colleges. Associate Director of Residential Life, MSU Box 30, Mankato, Minnestota \$6002-8400 AA/EOE employer.

Residence life: Associate Director. Responsibilities include, act in the absence of the director; supervise the physical operations of the department including room as

in 23173.

Residence Life: Director of Housing and Residence Life. Eureka College, a private Midwestern liberal arts college of 500 students, seeks an individual to continue development of strong residence life program. The Director will supervise fifferen Resideat Assistants and Greek Housing, and will develop a connection to canning strong the Commuter students. In addition, the Director will assist in the development of a stronger Intranuari program through Housing and Residential Life. The Director, as part of a Student Development team, will easist in student activities, counseiting, campus discipline, and security, Orientation and other areas of intreast to the Director and as assigned by the Dean of Student Development, Muster's degree required tentry level professionals given consideration). Salary very competitive with



Associate Dean for Development

Executive Director UVA Medical Alumni Association THE UNIVERSITY OF VIRGINIA

Executive Director of the Medical Alumni Association.

Reporting jointly to the Dean of the School of Medicine and the Board of Directors of the UVa. Medical Alumni Association, the Associate Dean will be responsible for planning and implementing a comprehensive fund-raking program including major gift solicitation, corporate and foundation giving, planned giving and annual support programs.

The successful candidate will have a proven track record of major gift fund raking, with at least five years of senior level management experience. The ability to work in a complex University setting and closely coordinate the Medical School development program within a decentralized university wide fund-ratising structure is an essential requirement. The individual sefected for this position will have integrity, a history of success in leading and motivating staff, strong interpersonal skills, demonstrated writing and oral presentation skills and the ability to personally solicit and close gifts. Salary is competitive and commensurate with experience.

Seed letters of application and/or nomination along with a please for Send letters of application and/or nomination along with a resume to:

Alton and/or nonunarian aring winto re Robert D. Sweeney
Vice President for Development
The University of Virginia
The Robunda
P. O. Box 9013
Charlottesville, Virginia 22906-9013
FAX—804/924-0556

The University of Virginia is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply.

housing and meal plos provided, Applica-tions will be reviewed beginning April 2, and will continue until position is filled, send resume to R. Date Martin, Dean of Surdent Development, Eureka College, 300 East College Avenue, Eureka, Illinois, 61530, Interviewing at NASPA.



THE UNIVERSITY OF IOWA

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Vice President for Health Sciences

The University of Jowa seeks candidates for the Vice Fresident for Health Sciences. The Vice President, reporting directly to the President, vall oversee all health science units of the University and vall be responsible for the administration, planning, burgeong, coordination and review of those units. The Vice President will meet ingularly with the President's Cabinet, the Provosi, the collegiste deans and the Director of the University Hospitals and Clinics. He or the will therefore participate in policy making and budget decisions at the highest levels of the University. Those reporting to the Vice President include the Director of the University Hospitals and Clinics, the Dean of Dentistry, the Dean of Medicine, the Dean of Nursing and the Dean

The Colleges of Dentistry, Medicine, Nursing and Pharmacy are nationally prominent in research and clinical programs, extensive outreach and service activities, and major teaching and training programs. The Health Science Colleges employ approximately 4,000 people and serve an enrollment of

The University of Iowa Hospitals and Clinics, one of the nation's largest university owned teaching hospitals, serves as the primary teaching hospital for the University's health science colleges. The UHHC also serves as the state's major ternary care center, and is consistently ranked among the nation's fineshold hospitals. Its facilities and resources provide some 2,400 health science students the highest level of quality clinical training in 35 different programs

The Health Science colleges and the LIHC are a major resource in this Big Ten institution. In the University's setting of 28,000 students and approximately 13,000 faculty and staff, the faculty of the four health colleges attracted SBB 2 million in research funding to the University in 1991. The combined operating expenses for fiscal year 1992 for the UHC and the health colleges approximates 3540 million.

approximates 5540 million
The University of Iowa seeks for this position an individual with a distinguished career in the health sciences. Applicants are expected to have an academic degree at the doctoral level in health sciences or health administration or an equivalent degree or level of achievement. It is important that the Vice President qualify for tenure in a University department. There should be evidence of managing complex organizations effectively and of ability to earn external funds for research, development, training and/or operations. Experience with educational training programs is desirable.

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ence with concational training programs is desirable. The Vice President should have a commitment to attracting a diverse student body, laterity and staff. Applicants should have experience in the leader-ship of an organization in which large financial responsibilities are involved. Candidates should have excellent communication skills and experience work-increased disciplines in the health sciences. It is expected that the Vice President will promote effective relationships not only within the University but also with relevant groups in the community, state and nation. The President and the Search Committee are particularly eager to identify qualified women and minority candidates.

The Search Committee will begin screening applicable on April 1, 1992.

The Search Committee will begin screening applicants on April 1, 1992. Nominations will be accepted until the position is filled. Please send nomina-

Richard P. Wenzel, MD. MSc. Professor of Medicine r, Search committee for the Vice President for Health Science 101 Jessup Hall The University of Iowa Iowa City, IA 52242

The University of Jowa is an equal opportunity and affirmative action employer.

Baldwin-Wallace College
BEREA, OHIO 44057

VICE PRESIDENT FOR STUDENT AFFAIRS AND/OR DEAN OF STUDENTS

The Vice President for Student Affairs and/or Dean of Students provides creative loadership for policy development and implementation in relation to all aspects of student life at the college. As a member of the President's Cabinet, he or she is an important participant in college-wide decision-making, and reports directly to the President. This person is responsible to supervise and lead the staff and programs for residence halls, student activities and organizations, the College Union, Health Center, courseling, and overall student development activities for both residential and commuting students. The position is available July 1, 1992.

Qualitications should include proven leadership ability in student development in a college environment, and commitment to the mission of a quality interal arts college. The successful candidate should be able to interact positively with students, inculty, and staff and demonstrate thoughtful concern for the learning and growth of students, and improvement of the quality of student life. An earned doctorate is preferred.

Baldwin-Wallace is a comprehensive college of 4,600 students located in a suburb of Cleveland. The College has a strong financial base, stable enrollment, and diverse education programs for both traditional and non-traditional learning learning.

Nominations and applications, including a resume and list of professional references, will be reviewed beginning March 20, 1992. These materials

Dr. Neal Malicky President Baldwin-Wallace College 275 Eastland Road Rerea, Ohio 44017

Bakhvin-Wailace College is an Equal Opportunity, Affirmative Action Employer.

SEARCH EXTENDED STATE UNIVERSITY OF NEW YORK COLLEGE AT CORTLAND

Cortland, New York

ASSOCIATE VICE PRESIDENT FOR INFORMATION SYSTEMS

Responsibilities: The Associate Vice President for Information Systems is a new position resulting from reorganization of Information-related services. These include the Library, Administrative and Academic Computing, Telecommunications, and the Learning Resources Center. Others, as organizationally appropriate, may be added. The Associate Vice President for Information Systems will report directly to the President for Information Systems will report directly to

the Provost.

Qualifications: Significant experience with both libraries and computer services, some experience with telecommunications and classroom technologies. Master's degree required: Ph.D. desirable. Successful administrative experience, including management of personnel and budget, strong oral and written communication skills, teadership in an academic environment, and experience in long-range planning. Candidates must have a strong commitment to the importance of information technology in higher education, and they must take seriously a leader's responsibility to affirmative action and diversity.

The College at Cortland has approximately 6,000 students, 900 employees, and an annual budget of \$29,000,000.

proyecs, and an annual bridget of \$25,000,000.

A detailed position description will be mailed to applicants. Review of applications is ongoing. Campus interviews will be conducted in mid-April. Interested candidates should submit a letter describing their interest in the position and the relationship of their backgrounds to the position, a resume, and the names and telephone numbers of five references. No references will be contacted without permission and additional references not contacted until the committee is working with a short list. Send application materials to:

Dr. Marilou B. Wright Executive Assistant to the President P. O. Box 2000 SUNY College at Cortland Cortland, NY 13045

The College at Cortiand is committed to the theory and practice of equal employment opportunity and affirmative action.

VICE PRESIDENT FOR UNIVERSITY RELATIONS

Santa Clara University Santa Clara, California

Santa Clera University, the oldest institution of higher learning in Californio, seeks a Vice President for University Relations. Founded by jesuits in 1851 and located in the "Silicon Valloy", Santa Clera norrolls approximately 4000 audergraduate and 3700 graduate students in five schools: Arts & Sciences, Counseling Psychology & Education, Business Parks and Santa San ness, Engineoring, and Law.

The Vice President reports directly to the President and has responsibility for a staff of 80 persons in university relations, alumni relations, communications, and development. The university is on schedule in its \$125 million capital campuign that will end in 1985. Santa Clara sooks experienced professionals in university relations and institutional advancement with successful records of staff management, fund raising, and capital campuigns.

Applications, nominations and requests for information should be directed to:

Father Paul Locatelli, S.J. President Santa Clara University Santa Clara, CA 95053

Applications, nominations, and requests will be held in absolute confidence. Sente Clars University is an equal opportunity, affirmative action aducator and employer, and in this spirit velcomes inquiries from all qualified persons, including women, persons of color, disabled persons, velerans and members of other under-represented groups.

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school psycholosy. Rank and Salary: Asalstant Professor, terture-track at a starting
salary of \$30,000 for nine months. Opportunities for summer employment. Appointment: August 23, 1992. Procedure: send a
letter of interest, résume, transcripts, and
three (3) letters of reference. Apply to: Dr.
Rajph (arshon, Chair; Department of Educational Psychology: The University of
Texas-Pon American: 1201 West University Drive; Edinburg. Texas 78539. Application. Deadline: April 17, 1992. An EEO/AA
Employer.

Safety/Security Operations Manager University of Cahicovary Local Angeles
Department of Community Safety is seeking a Manager to diversity program including daily field and personal operations, analyzing and questioning operations in a policles, and developing tong range goals faculty president position, approximate courses in section psychology, education This program industry in a policles, and developing tong range goals and measurement, and undergraduate courses in section psychology, education and direct annual budget. Position regarders skill for supervision, writing, inerpersonal communication, writins, inerpersonal communication, writins, inerpersonal communication, solida prioritles, motivating others, and in financial administration, from financial psychology, and psychology and to secure extended to school sychology and direct annual budget. Position regarders skill for supervision, writins, inerpersonal communication, solida prioritles, motivating others, and in financial administration, from financial psychology and psychology psychology and psychology psychology and psychology and psychology and psychology and psychology psychology and psychology psychology and psychology. Preference will be given by the proposed degrees; miletion, sudoconferencia and correspondence, as well as classroom instruction, satisfaction, sudoconference of psychology psychology, psyc Social Science: Instructor/Assistant Profes-

Social Science: Alverno College, nationally recognized for curriculum/assessment in-novation, seeks to add one full line faculty member to the Social Science Department beginning August 1992. The College has an ability-based program offering liberal arts. beginning August 1992. The College has an ability-based program offering liberal arrand professional bachelov's degrees to women in weekday/weekend timeframes. Social Science is a growing interdisciplinary department of three members: we have just added a fourth for next year and seek to reach a full complement of five. The program has an applied focus, emphasizing comparative and multicultural perspectives as well as community involvement. We seek a generalist committed to student-centered undergraduate education, with experience in teaching and collaboration, familiarity with racelclass/gender issues in curriculum development, and research interdum constitution of the following courses: Introductory social science, survey research methods, thee and ethnicity, political economy, global studies, and human ecology/environmental studies. Send letter of application, vitu, list of references, and a statement of Social Science, Alverno College, 3401 South 39th Streat, P. O. Box 319922. Mitwaukee, Wiscoosin 53234-3922. Dead-line: April 3, 1992.



Associate Provost for Affirmative Action (Search Extended)

The College of William and Mary The College of William and Mary Invites nominations and applications for the position of Associate Provost for Affirmative Action.

The Associate Provost for Affirmative Action.

The Associate Provost for Affirmative Action reports to the Provost and is the principal policy adviser to the President, the Provost, the academic deans, including the University Librarian, and other senior administrators regarding the development and implementation of programs and policies designed to enhance racial, ethnic, cultural and gender diversity at the university and the integration of such programs and policies to the academic planning of the university. The Associate Provost for Affirmative Action provides leadership in the development of and encourages support for the affirmative action. university. The Associate Provost for Affirmative Action provides leadership in the development of and encourages support for the affirmative action and diversity enhancement programs of the university, coordinate personnal and affirmative action issues associated with the recruitment, selection and appointment of instructional, administrative and professional faculty recommends, implements and monitors slandards, procedures and reward structures related to the cultural and social diversity of the university direct the Office of Affirmative Action/Equal Employment Opportunity and undertakes other activities appropriate and necessary to the office.

Applicants/nominees should possess effective experience in diversity enhancement and affirmative action policymaking capacities as a faculty leader or academic administrator. A background in affirmative action, equal employment opportunity administration or comparable legal/technical experies is preferred. A Master's degree or higher is required; a terminal degree strongly preferred. While the position is administrative in nature, tenure or tenure eligibility in a department of instruction may be considered based on scholarly and teaching credentials. Compensation is competitive and commensuate with expense and qualifications. with experience and qualifications.

with experience and qualifications including curriculum vitae and the name, addresses, and telephone numbers of three references should be forwarded to Jean A. Scott, Acting Associate Provost for Academic Administration, College of William and Mary, P. O. Box 8795, Williamsburg, VA 23187-8795. Review of applications will begin on March 16 and continue until the position is filled Women and minorities are encouraged to apply.

The College of William and Mary is an Affirmative Action, Equal Employment Opportunity Employer.



ICE PRESIDENT DEVELOPMENT AND ALUMNI AFFAIRS

Bentley College is a dynamic, independent institution, well-known for its business education, and supported by a strong liberal arts core curriculum.

As a senior member of our administration, the Vice Prosident will focus on fund-raising, using leadership skills acquired from previous management experiences to design and implement a comprehensive program. Reporting directly to the President, the successful candidate will oversee the management of all capital campaigns, including major gifts. This individual will manage a development staff that tocuses on fund-raising, annual support, capital campaigns, planned/deterred giving, grant proposals and special events, while working closely with the President to manage the public affairs programs of the College. Demonstrated ability to direct a major capital campaign is essential

For full consideration, nominations/applications must be received by April 1, 1992. Please forward to: Dr. Robert H. Minetti, Vice President for Student Affairs, 435 Rauch Administration Center, Bentley College, 175 Forest Street, Waltham, MA 02154-4705.



Bentley College

175 Forest Street Waliham, MA 02154-4705

An Equal Opportunity/Affirmative Action Employer

Social Science Education: Tenure Irack, assistant professor, Ed. D., or Ph. D. preferred but ABD or M. A. convidered. Certification to teach high school social science required, and high school social science respectively. The second science required is science teaching experience preferred. Duties include teaching social science teaching methods, supervising student teachers and being able to teach 2 or more courses in lower division social science and entry-wear teachers. The second science of history. Position beginning late August, 1992. Send letter of application, curriculum vitac, and names of three references to Dr. Ionathan Wagner, Chair, Social Studies respectively. Minor, North Dakota 58702. Application deadline: March 20, 1992. AAFOE.

Speial Sciences. Southeaster, Chlairoga dispersion deadline: March 20, 1992. AAFOE.

Social Sciences: Southeastern Oklahoma State University. Instructor of Social Sci-ences—Master's degree required, Ph.D. preferred. Salary is commensyste with training and experience. Two years' expe-rience in high school teaching in Social Sci-ences and specialty in 19th century Ameri-can History desirable. Tsaching may in-clude survey classes, methods and supervi-

Durant, Octambria deadline is April 13, 1992. AA/EUE.

Social Studies Education: Teach undergoture is elementary and secondary social studies methods, social studies needloods, social studies control of the social studies of the social studie

VICE PRESIDENT OF DEVELOPMENT

Carnegie Mellon University, a private coeducational university with approximately 4500 undergraduate. 3000 graduate students, and 530 faculty, is one of the nation's most rapidly expanding research universities. CMU has nationally recognized programs in the areas of engineering, computer science, basic sciences, liberal arts, fine arts, and public and private management.

CMU is presently enjoying the successful completion of a \$200 million capital campaign. This campaign has taid the foundation for future fund raising efforts. The new Vice President of Development will provide leadership for all of the University's efforts in both fund raising and alumni relations. The Vice President will have direct responsibility for planned giving, alumni relations, annual giving, corporate and foundation relations, major gifts, as well as for the administrative and operations functions of the development division. The development division currently has a staff of 63 and an annual budget of \$3 million.

The successful candidate will have a significant track record of successful fund raising in another major nonprofit institution. The candidate will also demonstrate a knowledge of development systems, operations and procedures and be effective in interacting with both corporate and individual contributors and with faculty. Finally, the new Vice President should have a history of attracting and retaining outstanding development professionals.

Carnegie

The candidate should submit a letter of interest and resume by March 27, 1992, to Dr. James C. Hess, Executive Vice President, Diversified Search, Inc., One Commerce Square, 2005 Market Street, Philadelphia, PA 19103. Carnegie Mellon University is an affirmative action, equal opportunity employer. Women and minority candidates are especially encouraged to apply.

CONTRACTOR DE LA COMPANSION DEL COMPANSION DE LA COMPANSION DE LA COMPANSION DE LA COMPANSI ASSISTANT VICE CHANCELLOR

FOR ACADEMIC AFFAIRS

The University of Tennessee at Martin is one of lour primary campuses of The University of Tennessee. It is located approximately 100 miles north of Memphis and 145 miles west of Neshville. The campus has a combined graduate and undergraduate enrollment of 5.494. The

ate and undergraduate entellment of 5.494. The emphasis of the campus is solidly on excellence in undergraduate instruction. We neek candidates who can demonstrate a similar commitment.

The University of Tennessee at Martin invites applications and nominations for the position of Assistant Vice Chancellor for Academic Allairs. The Assistant Vice Chancellor reports directly to the Vice Chancellor for Academic Affairs.

Qualifications.

buildications:

Earned doctorate

Record of leadership and ability to work with faculty and other administrators in accomplishing complex tasks

Experience with the preparation, monitoring, and management of academic unit and support budgets

Excellent oral and written communications skills

Experience in university academic administration and budget management preferred

Academic credenitals which support a tenure-track faculty appointment

Politiment

Record of successful university-level teaching and scholarly

achievement • appreciation of the roles of faculty, students, and staff in univer-Applications must include:

• Letter of interest

• Current résumé

• Names, addresses, and telephone numbers of live rejarences

Review of applications will begin March 18, 1992, and continue until an appointment is recommended. Desirable starting date: July 1, 1992,

Komingtions and applications should be sent to: Mr. Phillip I. Miller. Chair

each Committee for Assistant Vice Chancellor for Academic Alians
The University of Tennesse at Martin
327 Administration Building
Martin. TN 38238

Martin. TN 35238

The University of Tennessee at Martin is an EEO/AA/Title 9/Section 504ADA Employer. We are particularly interested in receiving nominations of and applications from women and minority candidates.

carrel letters of recommendation to Mr. hake Bettelroya, Chair, Social Studies (Assault) and Streen Committee, Carrell State (Committee, Carrell State University, Spearfish, South Add I, 1997 or until the populou is filled. State University, Spearfish, South Add I, 1997 or until the populou is filled. State University Spearfish, South Add I, 1997 or until the populou is filled. State Carrell State (Assault) Add I, 1997 or until the populou is filled. State Carrell State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Add I, 1997 or until the populou is filled. State (Assault) Assault (Assault) Assault

Social Work: Texas Woman's University. Social Work Program, Department of Soci-

VICE PRESIDENT FOR STUDENT SERVICES

Walker Technical Institute is a public postsecondary technical insti-tute operated by the Georgia Department of Technical and Adult Education offering career, diploma, and continuing education pro-grams to the citizens of four Northwest Georgia counties and serving over 3,000 students annually.

RESPONSIBILITIES: The Vice President of Student Services reports to the President and is responsible for all activities of this division to include bur not limited to recruitment, testing, admissions, registration, orientation, public relations, student records, counseling, tinancial aid services (Pell Grant, TRA, TAA, Peach, VA), graduation, job placement, retention, employee relations, and evaluations of employees and student services.

QUALIFICATIONS: Prefer individual with advanced degree in educational administration or related degree with a minimum of five years' direct supervisory experience in student development services. Candidate must have strong interpersonal skills and a successful track record, be highly organized and a self starter, and function affectively in a supervisor. function effectively in a team environment. Desirable for candidate to have knowledge and ability to function in a Total Quality Management work environment. Work history and accompli-must exhibit high level of professionalism.

SALARY. Negotiable based on education and work experience. CONTRACT AND STARTING DATE: This career track opportunity, a twelve-month administrative presidential appoint ment, is available immediately

CLOSING DATE: Open until filled.

APPLICATION PROCEDURES: To be considered for this posicarefactarion procedures: To be considered for this posi-tion, a letter of application, a detailed resume or vita detailing all education and work experience complete with current list of five references (one of which must include current employer), and effi-cial transcripts must accompany application. Application letter should describe in detail the candidate's unique qualifications for this position and recent salary history. Application package should be addressed to:

Office of the President Vice President for Student Services Walker Technical Institute Rock Spring, Georgia 30739

For additional information, call the Office of the President at

An Affirmative Action, Equal Opportunity Employer



Oregon Institute of Technology

PROVOST

The Provost is the principle academic officer of Oregon Institute of Technology and is responsible to the President for all activities and supporting resources relating to curriculum, teaching, scholarship, and outreach.

The Provost provides creative and effective leadership in: Maintaining the tradition of excellence in teaching and currency of subject matter in technologically-related programs.
 Fostering the collegial atmosphere and scholarly productivity of the Instri-

1) thereing education throughout Oregon to meet the various needs of diverse populations and the economy for programs and courses in sophisticated technologies.
 5) brategic planning and fiscal management.

An applicants must: He qualified to be appointed as a professor with tenure in an academic department and for personal involvement in reaching, service, and schol-

aramp.

2. Have prior achievement at the level of dean/director or equivalent. To apply or nominate a candidate, call OIT's Personnel Office at 503-885-

An application package will be sent to you which must be received back in complete form by March 31, 1992, to be considered a candidate.

Oregon Institute of Technology, founded in 1947, is located on the sunny side of the creat of the Cascade mountain range and is one of eight institutions of the Oregon State System of Higher education. It has 2,750 students at its main campus in Klamath Falls and an additional 250 students at the OFT Metro Center in the Pordand area. For more information about the position, you may contact Professor Bud Hart, Chair of the Search Committee at 503-885-1455.

OREGON INSTITUTE OF TECHNOLOGY IS AN EQUAL OPPORTUNITY EMPLOYER

ology and Social Work. The TWU Social Work Program invites applications for one tenure-trock analisant professor position beginning Fall 1992. Qualifications include the MSW degree, two years' post-MSW agency practice operatione, a declorate in social work or a related field, an interest in research and a primary commitment to the vocial work profession. Experience, a declorate in treath and a primary commitment to the vocial work profession. Experience in college teaching prefered. Candidales should have ability to teach across the BSW curriculum with primary area in HBSE and Practice. The program has 150 majors and has been accredited since 1974. TWU is a commitment to interest, curriculum vitae, and three independent letters of recommendation to the committee Chairperson. Department of Dr. Antie Cowar. Social Work. Search Committee Chairperson. Department of Sociology and Social Work. P. O. Box 35026 person. Tetas 76204-1978. Application reviews will begin April 1, 1992. Post-tion reviews will begin April 1, 1992. Post-tions will remain open until filled. AAA BOCE.

Social Work: Faculty, positions for Pall Social Work: Faculty positions

Social Work: Faculty positions for Fall 1992, Central State University Department of Social Work: (1) Assistant/Associate Professor: Tenure track with rank negotia-ble based on credentals. Responsibilities include teaching courses in core social work curriculum, participation in efforts to

Social Work: Director of Social Work Program, The University of Texas at El Paso. The University of Texas at El Paso invites applications and nominations for the position of Director of Undergraduate Social Work Program to begin as early as September, 1992, but no later ikan January.

University of Wisconsin-River Falls Nominations and applications are invited for the position of Vice Chancel-lor. The University of Wisconsin-River Falls, with an enrollment of 5,100 students, was founded in 1874, and is one of thirteen universities in the 'University of Wisconsin System. Academic programs are offered through the College of Agriculture, the College of Aris and Sciences, the College of Education, the Graduate School (Master's level), and Continuing Education and Extension. The University has a strong tradition of shared governance and short lines of communication among administrators, faculty, stati, and students.

VICE CHANCELLOR

Students.

The Vice Chancellor reports to the Chancellor and is the chief academic officer of the university as well as the ranking executive officer in the Chancellor's absence. Responsibilities include but are not united to planning, development, coordination and review of all academic programs of the university working directly with reans of colleges and appropriate governance groups; unclassified personnel issues including appointments, promotion, renewals, tenure, and salary increments; budget recommendations including positions and collar allocations; and serving as a representative of the university within the UW System.

The successful candidate should have an earned doctorate with potential for tenure in an academic department; significant accomplishments in scholarship and teaching; administrative and educational experience in higher education with a minimum of five years' expensive at the dean associate dean level or higher; excellent communication and interpretarial skills; demonstrated commitment to ethnic and gender diversity including attitumative action and equal opportunity; and a commitment to the goals—and mission of the university.

The University is located in the beautiful countryside of west central Wis-consin only thirty mirules east of St. Paul/Minneapolls, Minneapola, a met-rupolitan area with major lengue sports, professional art, theatre and music events as well as invaluable resources for the academic departments. The city of River Falls has a population of 12,000 and combines the advantages of a small community environment, offering a variety of randour recreation-al activities, and the cultural and educational opportunities of a metropoli-

Applications must consist of a letter of application, curriculum vitae and names, addresses and telephone numbers of five references. Deadline date for applications: April 22, 1992.

Dr. Connie Foster, Chair Vice Chancellor Search and Screen Committee University of Wisconsin-River Falls River Falls, Wisconsin 54022

An alphabetical list of all nominces and applicants, without differentiation, may be released following the closing date. THE UNIVERSITY OF WISCONSIN-RIVER FALLS IS COMMITTED TO ACHIEVING DIVERSITY IN ITS ACADEMIC COMMUNITY. WOMEN AND MINORITIES ARE STRONGLY ENCOURAGED TO APPLY.

LAWRENCE

APPLETON, WISCONSIN

Vice President for Development & External Affairs

Lawrence University invites applications and nominations for the posi-tion of Vice President for Development and External Affairs. The Vice President reports to the President, is a member of the President's Admin-tistrative Staff, and is responsible for fund raising and the university's relationships with its external constituencies.

relationships with its external constituencies.

The Vice President's development responsibilities include annual, capital, and deferred gift fund raising and planning and implementing a sesquicentennial program and capital campaign to be completed in 1997. The public affairs responsibilities encompass publications, print and broadcast media relations, public events, and general institutional promotion. Alumni relations programs include reunions, alumni clubs in major population centers, an active Alumni Association and Board of Directors, class agents, class secretaries, and reunion committees. A 20 member professional staff serves an alumni constituency of 17,000, maintains an alumni giving participation rate of more than 55 percent, and consistently raises more than seven million dollars annually.

The successful candidate will have at least five years of control band.

The successful candidate will have at least five years of senior level development experience, particularly in major gift solicitation. He or she will also have strong communication and public relations skills, a demonstrated ability to manage effectively, and the background to participate in the broader administration of this highly selective liberal arts college.

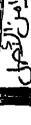
Applications and nominations should be addressed to President Richard Warch, Lawrence University, P. O. Box 599, Appleton, WI 54912.

Review of applications will begin April 1 and continue until the Vice President is appointed. It is hoped that the successful candidate will assume the vice presidential responsibilities prior to the 1992-93 fiscal year in order to assure the successful guidance and direction of the seequilcentennial campaign.

Lawrence University is an Affirmative Action, Equal Opportunity Employer

1993. Condidates for this position also will be considered for a joint faculty appointment in the School of Social Work at The University of Texas at Austin which particulates in a cooperative MSSW program in El Paso. The University seeks candidates with a broad interest in undergraduate social work education, programs development, a demonstrated ability to conduct research, and teach, and who qualify for aradusar faculty membersity. The Director will be responsible for coordinating faculty activities related to CSWE accreditation. Amplicants must have an earned doctorate in social work or related field, an MSW degree and at least two years post-MSW experience. In addition, candidates should have established a record of recformsnee as a faculty member which qualified them for an appointment at the associate or ful professor level. Pravious college or univer-

sity administrative experience is desirable. The University of Jezas at El Paso has approximately 16,600 students emotived in six cotteges and is respected as an institutional opportunities to the residents of the region. The multi-cultural, international region has a combined population of over 1.8 million people, and offers outstanding opportunities to social work professionals. Candidates should send a letter of Interest, vita, and the names and addresses and telephone numbers of at least three references to Migerya Antuna. Intering Director, Social Work Program Search Cosmittee, The University of Texas at El Paso, El Paso, Texas 7968-0439. Screemas will begin immediately and applications will be accepted until the position is filled. Misumites and woman are especially encouraged to apply. The University is an EleOsA a employer.





الهام كالحرر الأرادا



INVITES APPLICATIONS FOR THE POSITION OF

VICE PRESIDENT FOR STUDENT DEVELOPMENT

Applications and nominations are invited for the position of Vice President for Student Development at East Stroudsburg University. This Individual, who is the Chief Student Development Officer, provides leadership in all areas relat-ed to student affairs Responsibilities include, but are not limited to serving as an advocate for student welfare and development, providing leadership to an adolectic in students, developing policies, planning and coordinating programs, facilitating programs that meet the needs of a diverse student population, promoting social equity and diversity, serving as the budget executive for the Office of Student Development, admiristering collective bargaining agreements, representing the University as the Chief Student Development Officer to the State System of Higher Education.

The Vice President for Student Development reports directly to the President, is a scalar executive officer of the University, and serves on the University Coordinating Council. Reporting to the Vice President are the Assistant Vice President for Student Development, the Director of Student Activity Association, Inc., the Director of Financial Aid, the Director of Career Services, the Director of the Counseling Center, the Supervisor of the Health Center, and the Assistant Dean for Student Standards

Candidates for this position should have the following qualifications, demonstrated scholarly and administrative competence, including an earned doctor-late; at least five years' executive level experience in higher education adminis-tration with a demonstrated ability to work cooperatively with other major divisions of the University, experience in program planning, development and evaluation; knowledge of budgeting, kinding and allocation of resources with specific expertise in auxiliary, self-supporting enterprises: a demonstrated commitment to the inclusion of minorities, women and other protected class-es: a broad uniterstanding of surient development issues related to strategic es; a broad unklerstanding of student development issues related to strategic planning; an understanding of the need for student involvement in the decision-making process and experience in and appreciation of shared gov-emance in a collective hargaining environment.

The position will be available July 15, 1992. Present salary range for this position is 561,443-576,804 plus an excellent benefit package. East Stroudsburg University, one of fourteen institutions in the Pennsylvania State System of Higher Education, enrolls 4,800 undergraduate and 800 graduate students in the Schools of Arts and Sciences, Professional Studies, and Health Sciences and Physical Education. The faculty numbers 250 with a staff complement of 280. The University is located in the Pocono Mountains of Northeastern Pennsylvania and is served by Interstate 80. New York City is eighty miles to the east and Philadelphia is eighty-five miles to the south.

Oualified persons interested in this position and/or those interested in submit-ting nominations should forward a letter of application describing qualifica-tions for the position, a current vitae, and three letters of recommendation postmarked no later than April 6, 1992 to: Robert Moses, Chairperson, Search Committee, Vice President for Student Development, Rebinan Admin-istration Hall, East Stroudsburg University, East Stroudsburg, PA 1830 i.

ESU is an AA/EEO employer M/F/H/V A Pennsylvania State System of Higher Education University



Tarleton State University Stephenville, Texas

Vice President for **Student Services**

founded in 1899, Tarleton State University is a comprehensive, state-assisted university which is a part of the Texas A&M University System. Tarleton has an enrollment of over 6,400 and is located in Stephenwille, Texas, 65 miles southwest of Fort Worth. Approximately 1200 students are housed on campus in nhe residence halls. Students can pursue any of 90 degree programs at the undergraduate and graduate levels.

90 degree programs at the undergraduate and graduate levels.

Posktion: The Vice President for Student Services reports directly to the President and is responsible for the leadership, coordination, and supervision of all services, personnel, programs, and activities in the area of Student Services. These areas include Student Housing, Student Health Center, Tarleton Student Center, Placement and School Relations, Student Counseling Center, Student Activities, Intramural Sports, Special Programs/Minority Affairs, and Rodeo Team. Other duties include advising and counseling with students, parents, faculty, and non-teaching staff members on policy matters concerning students and student life.

members on policy matters concerning students and student life.

Qualifications: Must have an earned doctorate, or the equivalent, in student personnel administration, counseling, management, or other closely related field. Must have ten years of related experience in higher education or other educational setting, preferably in educational administration, and/or student personnel and guidance, including the counseling of high school and/or college-age students. Preference will be given to candidates who have a broad and clear vision of what higher education will be in the future. Candidates must understand, embrace, and be able to work effectively in a multi-cultural campus setting. Strong organizational, interpersonal, commanication, and leadership skills are of primary importance, in addition, candidates must have a working knowledge of strategic planning, fiscal management, and the budgetary process. Specialized training in counseling and/or administration is preferred.

Applications: The screening of applications will begin immediately and will continue until the position is filled. Application process may be discontinued any time after May 1, 1992. For further information, call the Tarleton State University Personnel Office at (817) 968-9128. To apply, send letter of application resume and a list of three references to application, résumé, and a list of three references to:

Dr. Jim Boyd Chairman, Search Committee Tarleton State University P. O. Box T- 1 179 Stephenville, Texas 76402

Tarleton State University is an Equal Opportunity. Affirmative Action Employer. Minority and women candidates are encouraged to apply.

Sociology, #F91-92-12. Assistant Professor, Department of Sociology. The University of Toyas-Fao American feviles application for a tenure-track Assistant Professor in the Department of Sociology beginning September 1, 1992. Required, completed Ph.D. in sociology with specialty in Mexipara-American Studies. Interested persons, please send letter of application, current resumment, graduate transcripts, sample of recent works, and three references that can

ASSISTANT VICE PRESIDENT FOR ACADEMIC AFFAIRS INSTITUTE OF PAPER SCIENCE AND TECHNOLOGY

The Institute of Paper Science and Technology is seeking a dynamic individual to coordinate the academic affairs of its Graduate Student Program in Paper Science Technology. The Institute offers accredited programs leading to the M.S. and Ph.D. degrees in paper science and technology. The Assistant Vice President for Academic Affairs is responsible. technology. The Assistant Vice President for Academic Affairs is responsible for coordinating all aspects of the academic program, including student recruiting and admissions, registration, student placement, counseling and related activities. The position also is responsible for all registrar-related functions. In addition, the Assistant Vice President must qualify for a faculty appointment and will be expected to teach, direct graduate student research, and oversee research programs as appropriate. The Assistant Vice President reports to the Vice President-Research and Academic Affairs or to the President in the absence of the Vice President-Research and Academic Affairs.

Qualifications for this position include a Ph.D. or equivalent in an engi-Quantications for this position include a Ph.D. or equivalent in all engineering or scientific area relevant to the pulp and paper disciplines, an understanding of a graduate academic program including experience in recruiting students and directing graduate research programs, an understanding of the technological needs of the pulp and paper and related industries, and a demonstrated ability to effectively interface with graduate students.

ate students.

The Institute of Paper Science and Technology (IPST), founded in Appleton, Wisconsin in 1929, is a privately-funded 501(c)(3) graduate research university and offers fully-accredited programs and M.S. and Ph.D. degrees. In 1989, the Institute formed an alliance with the Georgia Institute of Technology and relocated operations to Atlanta, GA. The Institute is located un the Georgia Tech campus and has a research facility four blocks away.

A complete application will include a letter of application, current resume, and names, addresses, and telephone numbers of at least three Applications should be submitted to:

Personnel Manager Institute of Paper Science and Technology 575 14th Street NW Atlanta, GA 30318

Applications received by March 25, 1992 will be given first consideration. The Institute of Paper Science and Technology is an Affirmative Action,

Vice President for Institutional Advancement SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE

Nominations and applications are invited for the position of Vice President for Institutional Advancement at Southern Illinois University at Carbondale.

The Vice President for Institutional Advancement provides administrative direction to University units concerning the management of the University's fund-raising efforts, alumni affairs, public relations and to diverse support and service units within the University. The Vice President for Institutional Advancement reports directly to the President.

As a member of the President's staff, participates in the planning and policy development of the University. Serves as the principal advisor to the President with respect to fund raising, alumni matters, and public

Provides leadership and administrative direction to the units within the Vice Presidential area. Plans, organizes, and controls the process of establishing and achieving goals and objectives for the units. The units supervised by the Vice President for Institutional Advancement include Southern Illinois University Foundation, Alumni Services, and University Relations.

Requirements: Master's required, doctorate preferred. Prior experience in a senior level position in a university setting. Demonstrated leadership ability: experience in planning and directing capital campaigns; effective oral and written communication skills; and ability to accomplish objectives through the development and utilization of human resources. Several years in at least two of the areas described.

Applications Must Be Received By April 15, 1992. Tentative start date is July 1, 1992. Send letter of application, résumé, and the names, addresses and telephone numbers of three references to:

Office of the President Attn: Chair, Search Committee for Vice President for Institutional Advancemen Southern Illinois University at Carbondale Carbondale, IL 62901

SIUC IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

Spanish: #F91-92-43. Assistant Professor of Spanish. Department of Modern Languages and Liferatures. Poil, 1992. Tenure-track Assistant Professor of Latin American Literature. proferably Colonia to 18th. Century. Ph.D. in Latin American Literature. Experience in teaching experience in desirable. Salary and rank are mesotiable, depending on experience and qualifications. The ture. Experience in teachins MexicanAmerican atudents. Candidate should be
dedicated to excellence in teachins and
have a strong commitment to high academic and professional standards boil in and
out of the cleasmoop. Salary: Range dependent upon academine preparation and teaching experience, not to exceed \$27,400 for
the scalemic year. Dendthe: Unit filled.
Send application together with via and refcreence leiters to: Dr. Lino Garcia, Jr.,
Chair: Department of Modern Languages
and Literatures; The University of Texasand Literatures; The University of Texasand Literatures; The University of Texasand Literatures; The University of TexasAmerican; 1201 West University of TexasChair: Department of Modern Languages
and Literatures; The University of TexasAmerican 1201 West University of TexasSalary and rank are nezottable, depending a
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Bulletin Board (202) 466-1050

VICE PRESIDENT FOR EDUCATIONAL AFFAIRS

The National College of Chtropractic, founded in 1906, located in Lombard, illinois, accredited by the Commission on Accreditation of the Council on Chtropractic Education and the Commission on Institutions of Higher Education of the North Central Association of Colleges and Schools, offers a large academic year program leading to the degree Doctor of Chiropractic, as well as upper division courses leading to the Bacholor of Science degree in human biology. The College employs ninely faculty, enrolls an average of 750 modents, and graduates approximately 170 professional students annually The Vice President for Educational Affairs reports directly to the President and is responsible for all educational programs, including those of the Postgraduate Division. Ho/she supervises six denns, two directors, and one coordinator developer. His/her primary responsibilities include:

- Maintenance and improvement of all educational programs,
 Provision of innovative thinking and action relative to new programs.
 Provision of leadership for and evaluation of those who report to himber.
 Overseeing or chairing all faculty search committees:
 Recommending salary levels for faculty and related administrative and support of the committee.
- port staft;

 Description of all educational budgets and policies;

 Representing the College and/or President when required;

 Assisting the President in fund raising, legislative matters, and intercollegiate
- Providing leadership for Self-Study Reports and acting as liaison with ac-
- crediting agencies.

 Providing annual educational and other reports at the direction of the President Company of the Pres
- dent:

 Working closely with the President and the Vice President for Administration and Finance in the day-to-day operation of the College; and

 Working cooperatively with faculty and administrators for the most efficient and effective attainment of the College's mission and purposes

Qualifications: The College encourages all candidates with the following

- Terminal academic or first professional degree;
 Broad and significant academic and administrative experience at level of
- dean or above;
 Established record in teaching and scholarship

 Established record in leaching and scholarship;
 Excellent managerial, communications, and organizational skills;
 Demonstrated leadership ability,
 Ability to work with diverse constituencies;
 Experience in accreditation procedures;
 General knowledge of fund-raising strategies;
 Sensitivity to needs of a diverse educational community.
 Honesty, integrity, and good moral character;
 Proactive leadership style; and
 Willingness to actively develop a sensitivity to, and concern for The Netonal College of Chiropractic, its history, and its specific needs Experience in health education at the first professional level is destrable.

Applications: Position will be available September 1, 1992. Salay is competitive and commensurate with credentials and experience, with a range of \$70,000 to \$80,000 plus benefits, including TAA/CREF referent plus Search will continue until the position is filled. Nominations, or letter is application, accompanied by current curriculum vitae, and the names, addresses, and telephone numbers of no less than five referees are to be maked.

Dr. Jacob Fisher, Chair Search Committee for Vice President for Educational Affairs The National College of Chiropractic 200 East Roosevelt Road Lombard, Illinois 60148

STATE UNIVERSITY COLLEGE AT BUFFALO (Buffalo State College)

Provost/Vice President **Academic Affairs**

Buffalo State College seeks a dynamic and creative academic officer to provide leadership for academic program management and development, and assist with overall insttutional planning. The provost is the second ranking officer of the college and reports directly to the president.

A comprehensive public urban institution, the college is located at the heart of the cultural sector in the state's second largest city. It offers bachelor and muster's programs to a 12. 500 diverse student population with a full-time faculty of

Candidates must hold a terminal degree or equivalent and have achieved success as a teacher/scholar and academic administrator in higher education. The successful candidate should have progressive experience to the dean's level or

Anticipated hiring by July 1, but not later than September 1. Application deadline is April 1. Letters of interest should be accompanied by a resume and three names, addresses and telephone numbers for references to:

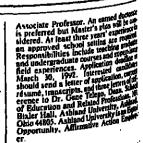
Dr. William Liepta Chair, Provost Search Committee GC 517

Buffalo State College 1300 Elmwood Avenue Buffalo, NY 14222-1095

AA/EOE. Women and minorities



plinary team training. Send letter of appli-cation, résumé, transcripts, and three let-ters of reference before 13 April to Dr. Jack Cole, Search Committee, Bux 3001, De-partment 3SPE, New Mexico State Univer-sity, Las Cruces, New Mexico 88003-0001. Affirmative Action, Equal Opportunity Employer.



VICE PROVOST FOR ACADEMIC AFFAIRS Oklahoma State University - Oklahoma City

Oklahoma State University - Oklahoma City invites applications and nominations for the position of Vice royost for Academic Affairs.

THE COLLEGE — The OSU Oklahoma City campus has a tradition of excellence in technology, business and industry and is a NCA accredited, state-assisted, public two-year college serving one of the tastest growing religing and is a TSE-Configuration. OSU-OKC has an entrollment per semester of more than 4,000 full-time, part rappensant continuing education students and offers 22 associate in applied science degree programs and a variety anotonia. The college has experienced a 30 percent growth in FTE enrollment since 1989

THE POSITION — The Vice I revest for Academic Affairs is the chief academic officer reporting directly to the THE POSITION THE PROVIDE THE PROVIDE THE PROVIDE THE PROVIDE AND ADDRESS OF THE PROVIDE TH nd manage facilities, equipment, personnel and budgets.

pulifications of the successful candidate include:

an earned doctorate, from an accredited college or university

aulLETIN BOARD: Positions available

- three years of experience as an academic administrator in higher education leadership experience in a culturally-diverse environment
- nunication and interpersonal skills
- understanding of the two-year technical college mission experience as an academic administrator with emphasis on personnel supervision and budget developmen
- tive years college-level teaching experience in an institution of higher education, preferably a two-year
- knowledge of community philosophy and of technical and liberal arts education
- knowledge of alternative models and systems for delivery of instruction, of learning theories and of diverse approaches to effective leaching knowledge of the relations has
- wledge of the relationship between the instructional program and the mission and functions of academic apport, student services and community service
- skills in staft and organization development, resource development and computer usage in an educati



AA/EOE

SALARY/FRINGE BENEFIT PACKAGE -- Salary Range: \$65-70,000; Oklahoma Retirement System: OSU pays low base; TIAA-CREF: Employee pays 5 percent/OSU pays 10 percent; Medical Plan: OSU pays

APPLICATION PROCEDURES -- To receive full consideration, please send application materials no later than April 10, 1992. Applicants are required to submit: a current resume or curriculum vita; a letter of application specifically addressing the education, skills, and experience described in the requirements; unofficial transcripts (finalists must provide official transcripts); three letters of recommendation; names, addresses and telephone numbers of at least five professional references who have knowledge of applicant's experience, management style and leadership skills. Applications and inquiries are to be directed to: Elame Michis, Director of Personnel, Oklahoma State University-Oklahoma City, 900 N. Portland, Oklahoma City, OK 73107-6195.

Associate Commissioner - Fiscal Affairs MONTANA SYSTEMS OF HIGHER EDUCATION

Nominations and applications for the Associate Commissioner for Fiscal Affairs are invited.

General Information: The Montana Systems of Higher Education in-dudests senior institutions (The University of Montana, Montana State University, Montana College of Mineral Science and Technology, East-em Montana College, Western Montana College of the University of Montana, Northern Montana College) and five vocational-technical cen-ters (follings, Butle, Great Falls, Holena, Missoula). The System shares local governance with three companions of the Charge Hallen. beal governance with three community colleges (Dawson, Flathead, Mile). The System office is located in Helona, the capital city, a commu-ally of 25,000 with excellent climate, schools, cultural and recreational opportunits.

opportunities.

Position Description: The Associate Commissioner reports directly to the Commissioner of Higher Education whose stall provides overall leadership to campuses and centers as well as support for the Board of Regents. The Associate Commissioner oversees a stall of five and interacts closely with chief fiscal officers in the System. The Associate Commissioner (I) oversees all aspects of financial administration within the System including the development and detense of the System's legislatively-appropriated budgets (totaling \$206.2 million in 1992), the preparation of the "all funds" Regent-approved operating budgets (totaling \$206.2 million in 1992), the preparation of the "all funds" Regent-approved operating budgets (totaling \$304 million), revenue bond financing and retinencing (1984-92 activity total \$194.5 million), tuition and fee recommendations and peer institution analysis of budgeting and tuition; (2) leads in the development of fiscal policy including fees and tuition, auditing, investments, and expenditures (3) development and maintenance of accounting policies and procedures in compilance with GAAP, CUBA, and other state and national accounting standards; (4) monitors System office budget encompassing 11 separate programs totaling \$28.9 million; (5) supervises the administration of the WICHE/WAMI programs and the Montana Rural Physicians Incentive Program; (6) maintains data base and student envanced first programs of the WICHE/WAMI programs and the Montana Rural Physicians Incentive Program; (6) maintains data base and student envanced first programs described field reposited of the WICHE/WAMI programs and the Montana Rural Physicians Incentive Program; (6) maintains data base and student envanced first programs and the Montana Rural Physicians Incentive Program; (6) maintains data base and student envanced first programs and the Montana Rural Physicians Incentive Program; (6) maintains data base and student envanced first programs and the Montana Rural Physicians Incentive Program;

Qualifications: Master's dogree in business, accounting, administration, or related field required, doctorate and C.P.A. preferred. Minimum of five years in sentor fiscal management position, preferably in higher education. Experience in legislative relations highly desirable. Excellent small knowledge of and experience with computer applications for business and accounting.

Salay: Competitive and negotiable, depending on qualifications.

Nomination Deadline: April 13, 1992. Application Deadline: April 30, 1992. Position Available: July 1, 1992.

Application: Send letter of application, résumé, and a list of five references to:

John M. Hutchinson Commissioner of Higher Education 33 South Last Chance Gulch Helena, MT 59620

special coursions Assistant Professor. The imposition of Special Education at the industrial of Wisconsin-Eau Claire invites political Education in Section (Wisconsin-Eau Claire invites political Education, mild exceptional education for a seed, beginning August, 1992. Responsibilities include teaching admentional assesses and methods courses, advising supervising students in multidecipitant tracket professions and supervising students in the course of the cou

EXECUTIVE DIRECTOR AMERICAN LUNG ASSOCIATION GEORGIA/ATLANTA Atlanta, Georgia

The American Lung Association Georgia/Atlanta is seeking an Executive Director to lear the organization as it constitues the Georgia and Atlanta Associations into a single statewide entity. The new association will have a budget in excess of \$1 million and a staff of user thirty. The successful candidate will be energed with unstanding scales will be energed with unstanding scaleship and teamhadding skills. Excellent esperimence in public relations fund raising and brand development is required. A college degree and a minimum of four years of successful management experience are required. Send letter of application by April I. 1992, to Mr. karen Commers, 4059 Club. Circle, Atlanta, Grengta 10319 1055, \$£17/AA

Sent to: Dr. David Franks, Chairperaun, Benantment of Special Falscation, UWEC, Fau Claire, Wisconsin 34702; 715-836-5511. UWEC's an Equal Opportunity, Affirmative Action Employer. The University of Wisconsin System is required to release within two days of a request, after the deadline for receipt of nominations and applications, a combined list of all pominees and applicants, without differentiation. Application deadline April 20, 1992.

Special Education: University of Wisconsin-Stout. Assistant or Associate Professor, tenture track, beginning August 26, 1992. Doctorate in rehabilitation or related area, 2 years' experience serving people with disabilities. Will teach in the vocational rehabilitation programs. Opportunity exists to coordinate undergraduate program (including Special Education certification). Applications must be received by April 10, 1992. Contact: Department of Rehabilitation, University of Wisconiu-Stout, Mecomonic, Wisconsin S4751; (715) 232-2499.

AA/FOR.

Special Education: One year, 75% to full time instructor or assistant professor position of straing September 1, 1992 to teach courses in learning disabilities, emotionally behavior disorders, and/or mainstreaming-integration. Practicum supervision. Research, program development and grant variing. Demonstrated evidence of effective teaching and communication skills appropriate to a faculty position is frequired. Essential qualifications include ABD in related field. Higher education, in service training, or teacher supervisory experience, and current official mancipolities. Desired (in addition to Essential) is Ph.D. B&D. in related field. Syears is higher education, 1-3 years teaching children with disabilities. Send letter of application and supervisory experience, and current official mancipt to: Research Chair. Department of Child and Pamily Development, 120 Monteaue Hall. University of Minnesota-Duluth, Duluth Minnesota-Studius, Dallath, Minnesota-Studius, Duluth, Studius of Minnesota-Studius, Studius of Minnesota-Studius, Studius of Minnesota-Studius, Studius, Studius of Minnesota-Studius, Studius of Minnesota-Studius of Minnesota-Studius, Studius of Minnesota-Studius, Studius of Minnesota-Studius, Minnesota-Studius, Minnesota-Studius,

Spench/Delaste: Pending final approval, Whitman College announces a one-year position (renewable for up to three years), beganning in the Fall of 1992. Qualifications: Ph. D. greferred, M. A. required, Must have

DEPUTY TO THE CHANCELLOR FOR COMMUNITY COLLEGES

The Central Administration of the State University of New York is the headquarters for the 64-campus system which enrolls 400,000 students in doctoral and research centers, comprehensive colleges, health science centers, colleges of technology and specialized colleges, and community colleges. The 30 community colleges range in size from 1,500 to 21,500 credit students and their enrollment totals over 192,000. These colleges are locally sponsored but are part of the State University of New York system.

The Deputy to the Chancellor is the head of the Office of Community Colleges and principal advisor on community college matters in the State University's Central Administration. The Deputy reports directly to the Chancellor, is a member of the Chancellor's Executive Council, and is the chief liaison to SUNY's 30 community colleges.

The Deputy's responsibilities include: presenting and interpreting the needs and interests of the community colleges to the Chancellor and the State University Board of Trustees, Central Administration staff, and, at the direction of the Chancellor, the New York State Legislature and other external agencies; interpreting the policy priorities of the Chancellor and State University Board of Trustees to the community colleges; developing policies and regulations affecting community colleges; working on budgetary, legislative and other matters in concert with community college presidents and constituency groups; facilitating and reviewing the colleges operating and capital budget requests; serving as liaison with local boards of trustees; evaluating and developing State and Federal legislation; and serving as liaison with national and state community college organizations and accrediting agencies. The Deputy supervises the staff in the Community College Office in the Central Administration and works collaboratively with other Central offices in great stuck as accedenic programs, planning finance. other Central offices in areas such as academic programs, planning, finance and business, capital facilities, collective bargaining, governmental relations, programs for the disadvantaged, economic development, and legal affairs.

Desired qualifications and experience should include: several years of experience as a community college president or in a senior-level administrative position at a community college or community college system; an earned doctorate; experience in teaching at a community college; and the ability to work productively and creatively with various community college constituencies, such as trustees, campus governance, faculty and students.

The salary will be commensurate with experience, and fringe benefits are excellent. Applications and nominations should be sent to:

Chair, Community College Search Committee c/o Gladys Gould, Director of Personnel and Affirmative Action State University of New York Personnel Office, Room S-125 State University Plaza Albany, New York 12246

Applicants should submit a letter of interest, curriculum vitae, and the names, addresses and telephone numbers of at least five references (no references will be contacted without prior confirmation from the applicant).

The Search Committee will begin reviewing applications April 1, 1992 and will continue until the position is filled. The anticipated date of appointment will be early August.

The State University of New York is an Affirmative Action, Equal Opportunity Employer. Applications from women, minority persons, disabled workers and/or Vietnam Era Veterans are especially welcome.

successful prior conchina exporience in both CEDA Debate and Individual Events. Initial appointment will be at the rank of Instructor or Assistent Professor. Teaching Responsibilities: Teach two courses per semaster, in addition to primary responsibility for forenaics during the first year, with increasing responsibility for forenaics was the college's forenaics program competes regionally and mationally in debate and individual events. Equal opportunity, affirmative action employer. Send letter of application, vins, transcripts, and three letters of reference to Robert Withycombe, Ph.D. Department of Speech. Whitson College, Walla Walla, Washington 99362. Deadline: April 3, 1992.

Sports Administration / Aqualics: Central Michigan University, Mt. Picasant, Michi-gan. Sport Administration/Aqualics post-tion. Tenure-track feetily position. Dutles to include, but no! limited to the reaching of

Student Activities: Director of Student Activities. Eureka College, a private hisd-western liberal arts college of 300 atudents, seaks an individual to continue development of a surous sudent activities program which will include advising the Campus Activities Board, Groek Council, and the Black Student Usion; and statisting in the operations and sanage ment of the Student Allocations Agoncy. The Director will be a

Vice President for Business Affairs

Washington State University is accepting applications and nominations for the position of vice President for Business Affairs. The Vice President is the primary administrator of this area reporting to the President of the university. The Vice President has major administrative responsibility for university-write policy, planning, and bridget processes as a member of the President's Cabinet and Executive Budget Committee. The Vice President is responsible for major University-write capital construction and facilities management programs. Other duties include serving as treasurer of the Board of Regents and representing the university to legislators, governmental agencies, and community leaders.

Minimum qualifications for this position include a bachejor's degree in a relevant fold A graduate degree or other professional training is preferred and familiarity with national and regional educational and financial issues. Candidate must have exceptional interper-sonal and communication skills, a demonstrated record of integrity, and outstanding management and leadership skills. Salary will be commensurate with qualifications and

WSU, located in southeast Washington with a student enrollment of 17,000, is the state's land grant university and is a comprehensive academic/research institution with

The closing date for applications is April 17, 1992, or until the position is filled. Applications must consist of a cover tetter and a resulted which includes the names, addresses, and tolophone numbers of at least three professional references. Applications and quositons should be directed to:

Mr. Stanton E. Schmid Vice President, University Affairs Washington State University 442 French Administration Building Pulman, WA 99164-1042

Washington State University is an Equal Opportunity. Affirmative Action educator and employer. Mombers of ethnic minorities, women, Vietnam-era or duabled veterans, persons of disability, and/or persons between the ages of 40-70 are encouraged to apply.

student development generalist who will assist in other areas as part of a student development team including housing and residence life, counseling, Student Pourdetion, discipling, Orientation, and other areas of interest to the Director and as assigned by the Days of Student Development. Master's Degree required (entry-lev

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VICE PRESIDENT FOR ACADEMIC AFFAIRS

Cabifornia State Polytechnic University, Pomona, invites applications and nonmations for the position in Vice President for Academic Atlany, Cal Poly Pomona, a public university is one of 20 campuses in the California State University. The campus is located approximately. 30 miles exist of discontinuous os Angeles and is part of one of the most dynamic economic and cultural regions in the country. The oniversity is noted for its scenic and historic 1,400-acre campus, once the winter ranch of cereal magnate W. K. Kellogs. § 1.400-acre compus, once the winter ranch of cereal magnate W. K. Kelloga, located within an brain's drive of heaches, mountains, and the devert. Within a 20-mile radius of the university is a multi-othinic population of nearly 3.8 million people. Cal Poly Poimora has a rapidly growing student population, currently at 19,000 (14,600 FTEs and approximately 58% ethnic minorities). Students are enrolled in 55 Isracial arreste and 16 master's degree programs with approximately 900 mill-time and part-time faculty. During the 1990-9 academic year, the university conferred 2,861 bachelor's and 291 master's degrees. The university is committed to diversifying its faculty and stan, and low made educational equity one of its highest priorities.

The Position
The Vice President for Academic Attairs is responsible for providing leadership and management for all instructional and academic support areas of the
university. As the university's chief academic office, the Vice President
tosters academic quality, a university environment conductive to collegiality,
diverse views and open discussion, and an appreciation and respect for
either collegial and so real diversity. ething cultural and social diversity.

ethan , coltural, and social diversity.

One of four senior executive officers, the Vira President for Academic Altars reports directly to and works closely with the President and serves as chief executive officer in the President's absence. Reporting to the Vice President for Academic Altairs are the deans of the Colleges in Agriculture, Arts. Business Administration. Engineering, Environmental Design, and Science; and deans of the Schools of Education and Hotel and Restaurant Management; the Director of the University Idvany; the Dean of Continuing Education; and the Asociate Vice Presidents for Academic Altairs, for Academic Programs, and for Faculty Altairs. Academic Academic Programs, and for Faculty Altairs. Academic Academic Programs, the Office of Analytical Studies, the Office of Research and Sponsored Programs, the Faculty Center for Professional Development, the Instructional Technology Center (which Includes Distance Learning), the International Center, and the Institute for Regeneralive Studies.

Duties and Responsibilities
The Vice President for Academic Attains is responsible for planning, organizing, and administering the university's academic programs. The Vice President oversees the development and implementation of policies affecting the academic programs, directs the periodic evaluation of these programs, and ensures maintenance of the university's academic standards. The Vice President directs the recruitment and selection of all academic personnel: promotes attimative action efforts to diversify the faculty and stall; reviews and recruitments and programs are response. notes affirmative action ellotts to diversity the lactuity and stall; reviews and recommends action on appointment, retention, tenure and promotion of faculty; and oversees all other faculty personnel malters. The Vice President serves as a member of the President's Cabinet in the overall planning and management of campus affairs; consults with the Academic Senate and other campus constituencies; promotes educational equity efforts among all academic units; participates in the development and fund-raising activities of the university; and carries out other duties as assigned by the President.

Qualifications

Candidates for the position must hold an earned doctorate or other termina Candidates for the position must hold an earned doctopate or other terminal degree from an accredited institution; demonstrate a successful record of achievement in traching, research, and scholarship; and quality for appointment as a full professor in an academic department. Candidates also must remonstrate successful experience as an academic administrator in higher education, including at least three years in a position at or above the level of dean. All candidates will be judged on the ability to provide effective leadership within the context of a decentralized mode of administration, involving the consultation with cannute constitutions. ship within the context of a decentralized mode of administration, involving the consultation with campus constituencies, and on demonstrated skill in developing good working relations with people from diverse backgrounds. Candidates must demonstrate knowledge of and experience with comprehensive academic planning and evaluation, successful experience with resource planning and allocation, experience and potential as an effective campus spokesperson, and ability to write and speak effectively. It is essential the all candidates demonstrate their ability to be responsive to the educational equity goals of the university and its increasingly diverse ethnic, cultural, and international character.

Appointment Date

The university seeks to fill this position by August 1, 1992, but is willing to negotiate a later date as appropriate.

Compensation
Starting salary will be competitive and commensurate with qualifications and experience. The position includes a broad, attractive benefits package. Nominations and Applications
Nominations and applications should be addressed to:

Academic Vice President Search Committee c/u Dr. Bob H. Suzukt, President Calitomia State Polytechnic University 3801 West Temple Avenue Ponxona, California 91768-4020

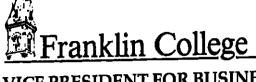
Nominees for the position will be invited to apply. All candidates must submit a complete formal application, which will consist of the following: a) a letter of interest, including a statement of how the candidate satisfies the position qualifications listed above; b) a current curriculum vitae; c) the names, littes, addresses, and telephone numbers of five colleagues who can provide current assessments of the candidate's qualifications for the position. Finalists for the position should be prepared to provide three letters of reference upon request. Review of completed applications will begin on March 16, 1992 and will continue until the position is filled.

California State Polytechnic University, Pomona is an Equal Opportunity, Affirmative Action Employer. The university hires only individuals lawfully authorized to work in the United States.

visor; Department of Student Activities; spousibilities (nebuda assisting with the impounibilities include assisting with the impenientation of a campus-wide leadership initiating model; planning, implementing, and evaluating activities for South Dokota State University-recognized student organization; consulting with individuals of newly-forming SDSU student organizations and provide advisement on "Recognition procedures"; managing the responsibilities associated with the Student involvement Preference Survey (SHPS); assisting student organizations with multicultural programming. Professional development opportunities include development of a Leadership Council; budget management; serving on University committee. Qualifications required: Bachelor's degree in Education, Psychology, Sociology, Contemination, Recreation, or related finid; effective communication skiffs; effective interperspool relations skiffs; admonstrated leadership programming. Preferred qualifications: experience in or familiarity with leadership programming. Benefits and salary; \$13,200 per 10-month contract plus University Benefit Package. Application deadline: Appl 1, 1992 or until physication resume, and the manies, addresses and telephone numbers of three current references to: John Beckman, Program Ad-

phone (603) 638-4960. AAPEEO Employer.

Student Personnel: Associate Dean of Students. Bellarmine College is seeking an experienced and inacovative student personnel professional for the position of Associate Dean of Students, to begin August, 1992. Bellarmine College, a selective liberal arts college with a student population of 2,400, is logated in the metropolitan Louisville area of Kentucky. The Associate Dean will be responsible for student leadership programs, residential life, co-curricular isanscript, orientation, volunteer programs, commuter student programs, atudent/faculty integration programs and staff development. Qualifications include a Master's Deagree, with a Doctorate preferred, in Culloge Student Personnel or related area with a minimum of 2 years, this time professional experience. Solary competitive and full benefits peckage. Instructed application should send a risumé and three letters of reference no later than April 1, 1992 po Fred W. Rhorles, Ed.D.; Vice Presidents Bellarmine College; 2001 Newburg Road; Louisville, Kennicky 4020-6671. Raview of applications will begin April 1, 1992 and will continue uptil position is filled.



VICE PRESIDENT FOR BUSINESS AND FINANCE

Franklin Cullege, founded in 1834, is private, residential, four-year, liberal arts college. Emphasis is placed on quality teaching, mentoring and counseling in the preparation of students for lives of personal excellence and principled leadership in a global environment. The College has achieved nine consecutive years of increases in enrollment, rebuilding or renovation of over fifty percent of the physical plant, a tripling of the endowment to 557 million, and a substantial improvement in the academic profile of the student body. As the first college in Indiana to admit women. Franklin has an historical commitment to equal opportunity and cultural diversity. The Cullege is lucated on a picturesque campus 20 miles south of Indianapoils and 40 miles north of scenic Brown Country.

The Vice President for Business and Finance serves as the College's chief business and financial officer, and is responsible to the President and the Board of Trustees for tiscal policy development; long-range financial planning; budget analysis, planning, and control; financial accounting and reporting; personnel administration; physical plant operations and maintenance; facilities master planning; and management of selected auxiliary and service operations.

Selected auxiliary and service operations.

Candidates for this position must have extensive fiscal and administrative experience in higher education or a transferable business environment, and familiarity with the tinancial, facilities, investment and curricular issues common to liberal arts colleges. The position requires strong organizational and collaborative leadership skills, an ability to write and speak clearly and persuasively, and a good sense of humor. In addition, the College expects candidates to have demonstrated commitment in promoting affirmative action and sensitivity to cultural diversity. An advanced degree in a field related to the responsibilities of the position is required, and a working knowledge of NACUBO standards and guidelines is preferred. The desired starting date is July 1st, 1992.

Candidates about a send a letter of application of the position and the

Candidates should send a letter of application, résumé, and the names, addresses, and phone numbers of at least three references to Ms. Nancy Wright, Director of Human Resources, Franklin College, 501 E. Monroe St., Franklin, IN 46131. Applications received by March 20, 1992,

Franklin College is committed to a policy of nondiscrimination on the basis of color, handicap, race, religion, sex, and national origin in any of its programs, offerings or in its employment practices. Women and minorities are encouraged to apply.

CHIEF FINANCIAL OFFICER

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A small liberal arts college in process of formation in New England seeks a chief financial officer. The college will offer a four-year residential coeduca-tional liberal arts and sciences program with an extensive common core of Western and Asian studies for an international student body.

Applicants must have college or university administrative experience. Knowledge of fund accounting, budgeting and computer systems is essential. Experience in physical plant management is highly desirable. The position requires detailed attention to wide variety of management tasks with limited staff support. Knowledge of Japanese would be advantageous, but not required. The position carries the title of Treasurer and reports directly to the President. Compensation very competitive. Equal Opportunity Employer.

Applications will be reviewed on receipt and interviews with qualified persons will begin about April first. Confidentiality assured. A letter of application together with resume (no phone calls please) should be sent promptly to Charles A. Nelson, Trustee, Box 247, Croton-on-Hudson, NY 10520.

ويبعا معروب المستروع الأحمر ويمانان والمرود والمتاريخ والمراك المتاريخ والمراك المتاريخ

Student Services: Ausistant Deam of Students for Student Activities and the McCaffray Center. The University of the Pacific is seeking an Assistant Deam for Student Activities and the McCaffrey Center, Responsibilities include a more content content administration: Greek Life and student activities programming and halvining; student government coordination; clubs, organizations, and honor societies advising; group a account of the programming and supervision. Qualifications, residuely implementation; staff hiring, training, supervision, Qualifications dealered include a Master's degree in student personned or related field and a minimum of five vears' post-master's work experience in student affairs. The position is a time Natatorium, Aerobic Instructors (Floor), Recillity Supervisors, Identifiers to Greek. Life Quards, Office Clerks, Administer the following intram. Responsible for publicity, achestuding as supervision of Supervisors alianties, proprises and supervisors all activities and supervisors and supervisors all activities and supervisors and su perience in student affairs. The position is a twelve moint amount appointment beginning July 1, 1992. Salary and benefits are commensurate with experience and qualifications. Application deadline is April 10, 1992. A letter of interest, a resumé, and the names and addresses of three references about the same to: Jesse J. Marks, Ar. Associate Dean of Sudents, University of the Factic, Stockton, California 95211; (209) 945-2451. An Equal Opportunity, Affirmative Action Employer.

dve Action Employer.

Student Services/Recreations Student Services Prosram Mansaer II (Working Title: Assistant Director), Division of Recreational Sports, University of Wisconsin-Madison, Academic Staff, non-tenuer back position. Starting Date; July 1, 1992. Qualications: Minimum of Masaier Degree in Physical Education, Recreation, Sports Administration, or related fletd. At least two years' university exporience or equivalent, Applicant must have strong emphasis in Intranstral Programming. Floor Aerobics and Aqualics, WSI. CPR, add First Add certification beneficial, NIRSA certification preferred. Primary Responsibility—Coordinate and administer the recruiting, hims, training, supervising, and evaluating of open recreation student personnel on poloyed by the Division of Recreational

recommendations. Assists in the development of the annual report. Serves as a consultant on the Recreational Sports Board. Serves as a consultant on the General Programs Subcommittee of the Recreational Sports Board. Coordinates payroli procedures for Natatorium student employees. Facility Supervisor for Natatorium. Aociliary Responsibility—Provides progress reports regularly to the Director of Recreational Sports. Attend and occasionally clastr regular staff meetings of the Division of Recreational Sports. Autend and occasionally clastr regular staff meetings of the Division of Recreational Sports. Outreach programs SOAR, Lake Short resident halls presentations, advertising/photography/side show video, New Student Orientation and Dovelopment, Health Education, Parents Weekend, Employres Newsleiter (NAT), Ag Short Course, requires some evening and weekend responsibilities. Seed letter of ap-

Bulletin Board (202) 466-1050



Vice Chancellor for University Relations and Development

Applications and nominations are invited for the position of Vice Chancellor for University Relations and Development at the University of Massachusetts at Amherst.

This residential campus in western Massachusetts has 23,000 students. This residential campus in wastern wassecrusents has 23,000 students, over 6,000 of whom are enrolled in graduate programs. In the seven schools and colleges, there are 104 undergraduate, 72 Master's, and 50 Doctoral programs. With 136,000 alumni, it is the largest public university in New England. The current annual budget is over \$300

As the executive area's chief administrative officer, reporting to the Chancellor of the Amherst campus, the Vice Chancellor's responsibilities include defining the mission and providing leadership for the executive area; managing the budget and personnel processes for the area; working with other executive areas to develop an image of the campus and communicate its development goals; presenting a consistent image of the campus to various external constituencies; and coordinating outreach activities with other campuses of the University, the Office of the President, and Board of Trustees.

- Minimum qualifications include: Significant experience in public relations, development, or a related
- An understanding of the research, teaching and service missions of a major public university, with a vision for the role of University
 Relations and Development within it
 Ability to communicate with diverse public and academic consi-
- tuencies in carrying out the mission of URAD · Ability to plan, organize and direct the activities of an executive
- area of University administration

 Successful administrative experience and demonstrated leadership

ability within a large, complex organization

Attainment of a graduate degree is desirable.

The search committee will begin screening applications on April 15, 1992. Applications should include a current resume, a one-page elalement of the candidate's perception of the role and responsibility of the position, and the names and addresses of at least three individuals who may be contacted for references. Members of under-represented populations are especially encouraged to apply Namina-tions and applications should be submitted to: Dean Robert Heigesen, Chair, Vice Chancellor for University Relations and Development Search Committee, c/o Office of the Provest, Millioner Administration Building, University of Messachusetts, Amhenst, MA 01003. The University of Messachusetts is an Affirmative Action/Equal

> CENTENARY COLLEGE

> > Shreveport, Louisiana

Centenary College of Louisiana announces a search for VICE PRESIDENT FOR DEVELOPMENT

1825

Founded in 1825, Centenary is the oldest, private liberal arts college was of the Mississippi, and is affiliated with the United Methodist Charle Over 1,000 men and women are enrolled in 38 undergraduate and 3 graduate fields. Centenary recently completed its first capital campaign, mississippi over 522 million in 3 years; endowment is valued at \$40 million.

The advancement functions of this executive officer include the auroi fund, major gifts, deferred giving, alumni relations, media relations, and corporate and foundation relations. We encourage nominations of an expressions of interest from people with a strong commitment to independent liberal arts colleges and with a record of achievement in land raising among various constituencies.

Review of credentials of those willing to be considered will occur in his March. We encourage and will respond to nominations; expressions of interest in response to this notice should include a vita and the names of least 5 references. All correspondence should be addressed to Dr. Don C. Wilcox, Chair of Development Search Committee, Centenary Cokes. P. O. Box 41188. Shreveport, LA 71134-1188.

plication, current résumé, and numes, addresses, and telephone numbers of three professional references to David J. Herge. Search Committee, Student Services Program Manager II, University of Wisconsia-Madison, 271 Southeast Recreational Facility, 715 West Dayton Street, Madison, Wisconain 33715-1123 by April 10, 1992.

Student Union: The University of Missouri-Kansas City seeks candidates for Courdinator of Building Operations. This position is the principal representative of the University Center administration at night and for special events and will be responsible for the operational aspects of the University Center: events taking place; security; supervision of right manner, custodial, and student staff; set-ups for events: equipment; audio-visual needs; and everything involved with the successful operation of the facility. The Coordinator may also have responsibility for summer conference settivities and staff in the Residence Hall. This is an entry-level management position reporting to the Assistant Director, Student Aualiary Services. Minimum qualifications are a bachelor's degree with an internably or one year's supervisory experience in a related field. Prefer candidates with experience in a college union, conference

center, civic or community cents, has conference aervices, or in facilities ner itions for a recreational or services of facilities. The conference are 2:00 p.m. to 12:01 a. Tuesday through Saturday, will be arrived as an NASPA and ACUI, To service as an NASPA and ACUI, To service as a NASPA and Acui, Tuesday and the after creek to Sandra Leach, UMK (Hussalt ty of Missouri-Kansas Civ. Kense Or. Missouri-Kansas Civ. Kense Or. Missouri-Gallon, The University of Missouri-Massachus and Cale are and on popularity senvices.

Missouri 6410. The baseline supports is an equal apportunity employer. Student Union/Activities The University Nebraska at Kearney Invites profession Nebraska at Kearney Invites profession to the Inflormation of the Nebraskan Useo. Sant Director of the Nebraskan Useo. Sant Director with leadership of ections and organizations in the Useo. Admin student organizations assists in resist 50 + employees. M. A.M. S., one part of \$0 + employees. M. A.M. S., one part administrative experience in professional perience in higher education register to the professional perience in higher education register in the professional preference in higher education register in the perience of the p

CHANCELLOR OF THE UNIVERSITY OF TEXAS SYSTEM

RULLETIN BOARD: Positions available

The University of Texas System, comprised of 15 component estudors (9 academic and 6 health related components) is setting a Chancellor to provide cohesive and creative leadership to a large and complex organization.

The professional we seek must have an earned doctorate or The professional we seek must have an earned doctorate or comparable academic credentials combined with a record that refects the ability to manage the affairs of a major academic system while encouraging the highest standards among scholars, administrators and students.

feelous experience should include overseeing the development and implementation of a system's or institution's goals and ment and implementation or a system s or institution's goals and policies, long and short range plans, development programs and performance evaluation systems. Exceptional communication with an equired as the Chancellor will be the primary advocate and representative of the System's diverse group of constituences. Notable credentials in scholarship, teaching and academic contesting experting educational policy inspects. oes notice described in exerting educational policy innova-tions at the state and national levels.

The University of Texas System offers a unique set of challenges and rewards. Qualified and interested candidates should send their resumes to: Executive Secretary, Board of Regents, University of Texas System, Box N, University Station, Austin, Texas 78713-7328.

IndMdual applications will be accepted until March 16, 1992.

After that date, the Board of Regents may request and consider credentials from candidates nominated by responsible sources.



BOARD OF REGENTS

THE UNIVERSITY OF TEXAS SYSTEM

An Equal Opportunity, Affirmative Action Employer



Most businesses plan for the next fiscal year. We plan for the next millennium.

We're creating an executive level team to address vital issues for South Florida: be protection and enhancement of the environment and the water supply for 5 added people in 16 counties supported by 1,450 employees and an annual budget in excess of \$250 million.

Only dynamic leaders with exceptional management and technical credentials will be considered to develop and administer our highly visible programs. Only those who thrive in an atmosphere of creative problem solving with a high regard for bottom line accounts billity will succeed. Strong consensus-building ind interdisciplinary communications skills are easential.

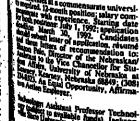
To qually, we expect a Master's degree in a related discipline and at least 10 jun of denoustrated management expertise with 5 years of executive decision nating at a najor organization. We will provide the latest in technology and a light talented staff of professionals in support of these top-level executives.

Austiani Executive Director — Water Resource Management Directs approximately 450 engineers, scientists and technical personnel in Research, Braination, Regulation and Planning areas involved with wetland tonysten research and evaluation, restoration of weilands, water supply and wher quality planning, welland mitigation and enforcement

If you're interested in working for a business that really knows how to plan for le faure, please send your resume to: Human Resources Division, Re: CHEST 192/WRM, South Florida Water Management District, 3301 Oun Club and, West Palm Beach, FL 33416.

Equal Opportunity Employer M/F/V/D.

South Florida Water Management District When we talk about the environment, we mean business.



the activities at a commensurate university of the property of

EXECUTIVE DIRECTOR NEW MEXICO COMMISSION ON HIGHER EDUCATION

The Commission on Higher Education (CHE) invites applications and nominations for the position of executive director. The CHE is the state-level coordinating board for New Mexico higher education institutions which include six four-year universities, seventeen two-year institutions, and two special schools. CHE responsibilities include development of operational and capital funding recommendations, budget oversight and approval, system strategic planning, and administration of financial aid programs. The executive director is the chief executive officer for the commission and serves at the pleasure of the CHE.

- Minimum qualifications include:
- Demonstrated leadership in postsecondary education policy devel-
- opment and fiscal administration.

 Demonstrated understanding of current educational issues, including the diversity of roles and missions among postsecondary institu-
- A master's degree from an accredited institution.

Nominations and applications should be sent to:

- Preferred qualifications include:
- An earned doctorate or equivalent combination of credentials and
- experience.

 Demonstrated ability in legislative and board relations.

 Knowledge of, or experience with, higher education institutions in New Maxico.
- Demonstrated ability to work with a wide range of constituencies in a militi-cultural setting.

The setary is negotiable up to \$66,229. Nominations must be in writing and will not be considered it received after April 1, 1992. Complete applications must be postmarked no later than April 15, 1992. Applications should include a current résumé, a tist of at least five professional references, and a letter describing how the qualifications and experience of the applicant will meet the above requirements.

The CHE is an equal opportunity employer. A copy of the CHE confidentiality policy will be mailed upon receipt of applications.

Chair of the Search Committee New Mexico Commission on Higher Education 1088 Cerrillos Road Santa Fe, New Mexico 87501-4295



Vice President for Academic Affairs

Chatham College invites nominations and expressions of interest in the position of Vice President for Academic Affairs.

Located in Pittsburgh, one of the country's most attractive and nationally acclaimed urban communities, Chatham College is a liberal arts college serving the educational needs of women. Currently, the College is engaged in a vibrant planning process to develop its vision as it moves into the 21st

The Vice President for Academic Alfairs should be able to exercise vigorous, imaginative and collegial curricular leadership. We seek someone with interest and ability in curriculum development with emphasis on interdisciplinary fields of international and environmental studies and experiential education in the City of Pittsburgh. A doctorate, experience and expertise in academic leadership are prerequisites for the position.

Screening of background information will commence on April 6. Please submit nominations and expressions of interest in confidence to:

Chatham College
VPAA Search Committee
c/o Educational Management Network
P. O. 80x 792 Nantucket, Massachusetts 02554

Chatham College is an Equal Opportunity Employer

experience preferred. Special duties required: establish and maintain regional industrial contacts, maintain lab facilities. The contacts and the contact and the contact

Theatre: Eastern Arizona College, Drama/ Technical Theatre Instructor. Salary: \$24,078 to \$37,819. Crosina date: Open mi-til filled. Position Startins Dale: On or about August 17, 1992. An equal opportuni-ly, affirmative action employer. Apply through the Vice Preddent of Academic Affairs. Thatcher, Arizona 83352 or phone 602-428-8201.

Theatre: Assistant Professor of Theatre. Tenure-track position to teach Scene Design/Technical Theatre. M.F.A. required. The position will include teaching a variety of technical theatre courses including Stagecraft, Stage Lighting, and Scenic Design. Teachuse competency in at least one area of theatre such as Theatre History, lotroduction to Theatre, or Stage Combai is desirable. Responsibilities include designing and supervising construction with assistance of a full-time technical director) a teason of four major renderical and one dance concert per season. Salary competitive. Appointment effective Fall Semester, 1992. Applicants should send letter of application, vila, transcripts, and three current original letters of reference. The reference letters should address the applicant's

tive Action Employer.

Thealret Instructor, Assistant, or Associate Professor (tenure track) for Fall 1992, to teach beatining and advanced acting and other courses in undergraduate program; direct one or two plays per year; perform other duties associated with the position. M.F.A., A.B.D. or Ph.D. required, Fall-time experience in teaching, acting, and directing a prerequisite. Must speak Standard American Speech (Midwestem) and be able to demonstrate movement styles. Competitive salary. Apply with a letter outlining qualifications, a current exame, three recent letters of reference, and college transcripts before May 20, 1992. Contact Dr. R. Busein Scatcon, Department of Dramatic Arts, EGLB 200, University of South Airbama, Mobile, Alabama, 3688; South Airbama, Mobile, Alabama, 3688; COM, 460-503, The University of South Airbama is an Affirmative Action, Equal Opportunity Employer.

These of American Chair, Department of Dra-

TheatretDance: Chair, Department of Dra-ms/Dance, The University of Montana (pending funding), directs curricular devel-opment, budget and personnel sealiers; vig-orous leadership in recruitment, fand rais-ins, marketins, community relations and outreach; strong experilse in a perform-ance or production area of theatre or

PRESIDENT Ouachita Technical College

Malvern, Arkansas

Applications and nominations are invited for the position of President, Chief Executive Officer of the College, and directly responsible to the Board of Trustees

Board of Trustees

Malvern. AR and Quachita Technical College are located on Interstate 30 in Southwest Arkansas, 45 miles from Little Rock and 22 miles from Hot Springs Malvern has a population or 10,000 and is the country seat of Hot Spring County (20,000 population). It is located in the footbills of the Quachita Mountains and within close proximity to beautiful lakes, rivers, and woodlands. Quachita Technical College was established in July, 1991, was previously Quachita Vocational-Technical School (founded in 1971), and is presently seeking North Central Association accreditation. The mission of this newly established institution is to provide accessible and affordable educational opportunities within its service area. This offenng is for the first President of Quachita Technical College and provides unique and exciting opportunities for the creation and modding of

The success of a Technical College is largely dependent upon the commitment, experience, and ability of the Chief Executive Officer in operating a comprehensive institution which is responsive to the needs of its service area. The local Board seeks a person with the following minimum

- Commitment to the concept of a comprehensive Technical College, having experience with the accreditation process, with recent se-nior-level administrative experience.
- An earned doctorate from a recognized university. (In unusual situations, at least five years of training and experience in a Com-munity/Technical College may be accepted in lieu of an earned
- 3. Effectiveness at working with state and local governments, business/industry, labor, local school districts, the community at large, and other related organizations.

 4. Demonstrated ability to direct foundation work and local fundralising activities.
- 5. Strong leadership qualities and ability to make solid decisions, furthering a common sense of purpose throughout the College.
 6. Skills in fiscal management, budgeting, and facilities development, and experience in administrative management, with the ability to work with a policy-making Board.
 7. Demonstrated ability to change and meet new markets and technologies.
- Ability to communicate effectively with diverse groups within and without the College community.
- Experience with a comprehensive Community/Technical College.
- 10. Commitment to equal opportunity and affirmative action. Willingness to live in a typical small-town, southern, rural environ-ment in a community with less than 10,000 population. (The entire State of Arkansas has a population of 2.3 million people, the largest

area being rural.) SEND: A letter of application stating how the applicant meets the requirements, a current resume, and three letters of reference, no later than April 11, 1992, to:

OUACHITA TECHNICAL COLLEGE Presidental Search Committee 1227 Brownwood Malvern, AR 72104

It is expected that the new President will be selected and in place no later than June, 1992.

Compensation is competitive with other Technical and Community Colleges of comparable size in the region. Quachita Technical College is an Equal Opportunity Employer.

Assistant Vice President for Business Services

Illinois State University Illinois State University invites applications and nominations for the position of Assistant Vice President for Business Services and Management. This position reports to the Vice President for Business and Finance and has responsibility for oversight of a variety of administrative functions. The successful candidate will manage naid operations, purchasing, parking, police organizations, central stores/property control, and provide policy level guidance for the entire division on computing support and LAN management. The position provides consultative and coordinative activities for development of management initiatives in all areas reporting to the Vice President.

areas reporting to the vice resident.

Candidates should have five years' experience in higher education, an advanced degree in a business related field, knowledge of planning techniques, the ability to exercise independent judgment and the ability and experience in managing highly skilled professional and administrative personnel. The successful candidate will be entering a division with strong commitment to the Total Quality Management approach to personnel management and problem solving. The position will be filled by July 1, 1992.

Salary is competitive and dependent on qualifications. In order to assure consideration, subnult résumé and at least three letters of reference by April 15, 1992 to:

Bonnie Soucek, Secretary Assistant Vice President Search Committee Office of the Vice President for Business and Finance Illinois State University Normal, 1L 61761-6901

ILLINOIS STATE UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER. WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

dance; some teaching in that area. Drama/
Dance is part of the School of Fino Arts and
offine BA, BFA, MA, and MFA dearees.
Rank and salary commensurate with qualifications and experience. Tenure track.
September 1992. MFA, Ph.D. or DFA preferred; may coasider MA, phis extensive
professional experience. Must sective by
April 1. 1992; buter of application and resumd or vita; three recent letters of recommendation, lactuding one from a supervisor; an afficial transcript for the terminal
degree held by the applicant. Send to Cividdue Michael Professional Control
of Michael Control
of Control

Montana, Missoula, Montana 59812, AA/ EOE/WMA.

Theatra History/Criticism: Theatra Historian, Department of Performing Arts. The ideal candidate will be an active scholar with a Ph. D. in Theatra History/Criticism. Possible joint appointment with the Department of English. Send vits and letter explaining interest in position to Faculty Search/Performing Arts, Office of the Provost, Adelphi University, Carden Cry. New York 1330. Adelphi University is an equal opportunity, affirmative action employer.





LASPROCHE

President

The Board of Trustees is extending the process in the search for a new President of La Roche College, an innovative college located on a 100-acre campus in a northern suburb of Pittsburgh. La Roche College is a private co-educational college established by the Sisters of Divine Providence in 1963. In programs that combine professional preparation and liberal learning. La Roche College currently serves more than 1800 [uii-time and part-time undergraduate and graduate students. It offers 20 undergraduate programs in the divisions of Administration and Management; Graphics. Design and Communications: Humanities; Natural and Mathematical Sciences; Nursing; and Social Sciences. Master's degrees are offered in Human Resources Management, Nursing, and Health Sciences. The College maintains a close relationship with the sponsoring Congregation of the Sisters of Divine Providence.

The Board welcomes candidates with strong leadership skills, including sufficient familiarity with and demonstrated experience in administration and reaching. Educational and intellectual attainment at the level of a significant terminal degree or its equivalent is desired. The new President must be compatible with the Catholic traditions and values of the College.

In addition, the President of La Roche College should possess the follow

• Knowledge of and experience with participatory governance struc-

Willingness and ability to plan realistically and to acquire the resources needed to achieve the goals of the College.
 Personal warmth and communication skills to relate well to faculty and students and to enhance the image and reputation of the College in its source realize.

Challenges for the next decade include recruiting, motivating, and maintaining quality faculty and staff, accomplishing major fund-raising goals, and managing resources within the context of the strategic plan of the College. The starting date is flexible, after August 1, 1992.

Richard G. Kotarba, Chair Presidential Search Committee

La Roche College 9000 Babcock Blvd. Pittsburgh, PA 15237

Applications should include a current résumé and a thoughtful letter dis-cussing the candidate's qualifications in terms of the criteria stated above.

Applications will be reviewed commencing on April 3, 1992. Candidates whose applications are received after that date cannot be promised ful

La Roche College is an AAIEOE Employer.
This search is assisted by the Presidential Search Consultation Service of the Association of Governing Bourds of Universities and Colleges.

PRESIDENT

Great Lakes Higher Education Corporation

The Board of Directors of Great Lakes Higher Education Corporation Invites applications for the position of President of the Corporation.

applications for the position of President of the Corporation.

The Corporation seeks candidates with leadership abilities demonstrated through significant operating responsibility for a major unit of academe, business, government or industry.

The position includes the challenge of guiding the organization through a period of rapid escalation of competition and industry consolidation amidst the prospect of significant legislative and regulatory change, including potential major program delivery alternatives being considered in the Reauthorization of the Higher Education Act.

The position offers a unique opportunity to bring a full range of proven executive skills in financial and strategic planning, marketing, information services, operations and development to the management of a nonprofit

organization.

The President is the chief executive officer of the Corporation and is directly responsible to the Board of Directors.

Great Lakes Higher Education Corporation is a nonprofit, nonstock Wisconsin corporation that is one of the nation's leaders in providing educational loan services to students, parents, educational institutions and private lenders. Great Lakes employs more than 400 employees at its corporate head-quarters in Madison, Wisconsin. In addition, Great Lakes delivers its loan services throughout the Midwest through its regional offices in Minnesota, Michigan and Ohio. Currently our \$3.5 billion in outstanding loan guarantees ranks Great Lakes as the seventh largest guarantor in the country. As a servicer of student loans, we currently provide management services to 460 private lenders with accumulated loan portfolios of \$1.5 billion.

Applications, due by March 20, 1992, should be accompanied by a current

Applications, due by March 20, 1992, should be accompanied by a current résumé, state salary requirements, provide not less than three references with current contact information and should be addressed to:

Frank Pellsek, Chairman
Presidential Search Committee
Great Lakes Higher Education Corporation
2401 International Lane, Madison, WI 53704

Great Lakes Values...People ● Integrity ● Quality ● Customer Satisfaction

iominations and applications should be sent to:

Effective interpersonal skills.

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Theology: Barry University, the oldest and largest Catholic university in Florida, invites agelications and/or nominations for the position of Chair of the Department of Theology and Philosophy. The university has a strong commitment to an educational program whilch is both rooted in the Catholic Indiana and international in acopy. The almost many whilch is both rooted in the Catholic Indiana and international in acopy in the Catholic Indiana and international in acopy in the Indiana and Indiana Catholic tradition will receive preference. Please send applications and nominated for indiana and international in acopy in the Indiana Catholic tradition will receive preference. Please send applications and number of undergraduate and M.A.-level programs; the five-member Philosophy faculty offer an undergraduate major. The successful candidate should hold an earned doctorate in Theology; a specialization in New Testament is strongly peters. Veterinary Medicine/Pathology: Assistant Professor. Salary: \$48,000 per year, 40 hours per week. Develop an independent

EXECUTIVE DIRECTOR

The American Law Institute-American Bar Association Committee on Continuing Professional Education (ALI-ABA)

ALI-ABA seeks an Executive Director who can provide dynamic leadership, possesses effective organizational and management skills and long range vision, and, with a strong sense of educational purpose, will guide the enterprise into the twenty-first century.

ALI-ABA is a joint undertaking of The American Law Institute and the American Bar Association conducting a national program of continuing legal education. The program includes courses of oral instruction held in various cities and universities; publication of books and periodicals; production of audiovisual materials (instructional audiocassettes and yideocassettes); relevant research and development projects offering law firms in-house needs assessments and in-house educational programs; and operating a national television network for telecasting educational programs.

- Among the factors considered in filling the position will be: · A law degree from an accredited law school; demonstrated academic achievement; an M.B.A. degree or other additional training in management and finance.
- Knowledge of the practice of law.
- Enthusiastic acceptance of a college mission which integrates profes-sional and liberal learning. Knowledge of current legal developments including judicial, legislative, administrative, domestic (federal and • A management style that is decisive, and an ability to achieve objecstate) and international concerns.
 - · Knowledge of educational theory and principles and their application to adult education.
 - Demonstrated managerial ability, experience and state · Leadership ability in carrying out existing programs and in developing and implementing new short- and long-tem

programs that demonstrates vision, originality, and creativity; communication, negotiating, delegation, problem-solving and team-building skills; and fostering cooperative relationships with other national, state, and local legal and law-related organizations.

 Knowledge of relevant technological developments and applications, and an ability to develop a strategic plan for a national non-profit continuing legal education research center

and provider for the legal profession in the next century.

Resume, including a bibliography of relevant legal and other writings, and salary requirements should be submitted before April 1, 1992 to "ALI-ABA Search Committee" at the address below. The Committee reserves the right to receive and consider later applications. All applications will be kept confidential upon request. ALI-ABA is an Equal Opportunity



4025 CHESTNUT STREET PHILADELPHIA, PA 19104-3099



PRESIDENT

Stephen F. Austin State University

Nominations and expressions of interest are invited for the position President of Stephen F. Austin State University in Nacogdoches, for Reporting directly to the Reard of Regents, the President is respond for the overell administration of the University.

Stephen F. Austin State University is located in an impressive setting pine trees and natured beauty. Founded in 1923, the institution is matured to a comprehensive university which enrolls over 12.500 strength of the countries; employs over 50 dents, representing 35 states and 15 foreign countries; employs over 50 FTE faculty members; and has an ennual operating budget of appearance of the countries of the cou

Candidates must have superior leadership skills, unquestioned perceal integrity, excellent menagerial skills and academic vision. By about the committed to the role of a public regional university, possess demonstrated competence in strategic planning and assessment, and possess strong interpersonal, writing and public speaking skills. It possess strong interpersonal, writing and public speaking skills. It selected individual will possess the ability to interact effectively will faculty, staff, students, alumni, the Board, and other various consiliuse class of the University community. cies of the University community

Applications and nominations should be submitted to: Stephen P. Austin State University Presidential Search Committee
Attn: CHE
1999 Bryan Street, Suite 1919
Dullas, TX 75201

Review of nominations and applications will begin immed will continue until a suitable candidate is selected.

Stophen F. Austin State University is an equal opportunity, affirmative action employer which actively seeks and an courages nominations and expressions of interest from minority and female candidates.

This search is being assisted by Heidrick and Struggles, inc. Dellas Education Office.

research program on economically impor-rant diseases of runinant livestock. Pri-mary efforts will be directed to viral dis-eases affecting sheep and goats. Will do research in pathology and general and mo-lecular virology using nucleic acld hybrid-ization techniques. PCR, namunoblotting, virus isolation, performance of necropsies and histologic analyses of tissues. An im-portant duty will be to communicate tech-nology concerning sheep and goat health

risks to producers and veteriour risk tooers including Spanish speaking detele. Will also supervise the work of several research Associate and a sector. Requires DVM and Pp.D. in Publish; Requires DVM and Pp.D. in Publish; lear and 6 months' related spanish; veterinary Pathology research may be veterinary Pathology research on the Veterinary Pathology research on the munication skills in both Emphasis design, and good veterinary and good veterinary from the Team of Spanish and Span



International Programs Old Dominion University

General results Director of International Programs is responsible for planning, conditating, and administering the University's international programs and is exceeded to increase the international awareness and participation of all parts of the campus. He/she reports directly to the President.

RULLETIN BOARD: Positions available

Institutional Contents

(M Dominion University, a young and growing institution, enrolls approxisizly 17,000 students. The University's major campus is located in Norfolk,
typins, nade Hampion Roads, an altractive, historic, and internationallycontent metropolitan area with a population of 1.4 million. The University
also operates two significant higher education centers in the nearby cities of
typins Beach and Hampton. The University's annual budget exceeds \$125

con.

The University's Norfolk campus is located on the Elizabeth River, a inhultary of the Chesapeake Bay and Atlantic Ocean. Hampton Roads is one of the fusest and fastest growing ports in the nation and a leader in international rade and the maritime industry. The Norfolk Naval Basc, the largest naval less in the world, is three miles from the campus. Major federal research restalations that focus upon space, aeronautics, oceanography, and nuclear physics also are nearby. The University is the largest research contractor in lights with NASA.

Figina with 19534.

The University's location confers upon it special advantages in international elucation and hence it has made a strong commitment to internationalize its facility, student body, and curricultum. It is committed to a significant expansion of its international activities, including faculty and student exchanges, fixing language and culture instruction, curricula development, and interaction with the large international community of Hampton Roads. A doctoral program in international business was initiated in 1991 and a doctoral program in international studies/relations has been approved for implementation is 500.

The Executive Director:

Plans, coordinates, stimulates, and administers the University's interna-tional programs. The following individuals report to the Executive Direc-tor, the Director of the English Language Center, the Director of the Office of International Study and Faculty Services, and the International Student

Manages the University's faculty and student exchange programs, which
currently focus upon Western Europe and Asia. The Executive Director is
expected to expand or establish exchange programs in other geographic
areas such as Latin America, the Middle East, and Africa.

Develops and implements plans to increase the size and diversity of the University's international student population, which currently totals more than 600 students from 70 countries.

Assists deans and faculty to internationalize the University's curriculum and provides support for internationally-oriented academic programs such as the graduate programs. In international studies/relations, Asian studies, and international business.

 Works with all segments of the campus to increase the interaction between Old Dominion University and the international constituencies of Hampton Roads such as NATO, SACLANT, international businesses, maritime and de agencies, and others.

Seeks attenued funding for the University's International programs.

• Earned baccalaureate degree; master's degree or equivalent experience Extensive international experience, including but not limited to travel, business, education, and culture

Extensive administrative experience in progressively responsible positions Familiarity with the distinct problems and challenges of international programming in higher aducation

Record of attracting extramural funding Superior ability in oral and written communication

Understanding of the rolg of a publicly-assisted university in an increasingly diverse and international society scations and nominations should be directed to:

James V. Koch, President Old Dominion University Norfolk, VA 23529-0001 Ph. 804-683-3159, FAX 804-683-4505 Review of credentials will begin on 1 April 1992 and will continue until the position is filled.

ominion University is an affirmative action, equal opportunity institu

tyrecifying position applied for), résumé, references, and brief writing sample to Professor Donald McQuade, Dean, Undergudune and Interdisciplinary Studies, University of California, 301 Campbell Hall, Berkeley, California 94730. Closing date: April 9, 1992. The University of California 1973. Affirmative Action Employer. amond M.A. or M. F. A. Must show 10 not experience in indiofilm style video reduction to inched status for both video and shaped to the control of the control of the control of the control of still photo labels and shaped shaped to the control of Youth Development/falention: University of Arizona Cropernitive Extension seeks Assistant/Associate Agent, 4-11 Youth Development in Yuma County, responsible for conducting educational programs based on a range of identified community needs, including organization of 4-11 Program. Youth Leaderning, Volunteer Manageexperience very beneficial. a 100 Yorkow. Houston, Texas 100 Yorkow. Houston Department. Whise Composition University of Calibration Education Department. Whise Composition University of Calibration Formatical International Properties of Special Professional Capterians. April 1, 1992, or university of Language 100 Yorkow. Houston Houston

Youth Development Extension: New Meaico State University Cooperative Extension
Service—Extension Associate as 4-17
Youth Activities Specialist. Bachest's degree in hume economics, agriculture, education, business or related arras. Ability to
provide leadership in planning, organizion,
directing and marketing educational activiries with agents and leaders. Background in
4-H and Youth Development preferred.
Send letter of application, including resume
or vita, unofficial transcripts, and names of
three references to Martha Anderson.
Chârs Search Committee, 4-H and Youth
Development, NMSU, Box 3AE, Las Cruces, New Merico, 88001-3001; 503-4463026. Deadline for applications: March 30,
1992. NMBU is an EEOAA employer.

EXECUTIVE DIRECTOR

Joint Center for Higher Education

The Joint Center for Higher Education (JCHE), an independent state agency in Spokane, Washington, invites applications and nominations for the posttom of Executive Director of the JCHE. The JCHE has responsibility to tion of Executive Director of the JCHE The JCHE has responsibility to coordinate baccalaureute and graduate degree programs offered by Eastern Washington University (EWU) and Washington State University (WSU), develop a master plan for a higher education park known as the Riverpanni Higher Education Park, develop had and facilities at the Park, and administer an inter-institutional applied technology center known as the Spokane Intercollegate Research and Technology Institute (SIRTI). Participanti institutions in SIRTI include Washington State University, Eastern Washington University, Community Colleges of Spokane, Gonzaga University, and Whitworth College.

The Director is the chief executive of the JCHE and exercises broad executive powers in planning, management and leadership. The Director reports to a JCHE board.

MINIMUM QUALIFICATIONS

- Demonstrated success and proven abilities to work with academic institu-tions and diverse constituencies.
- Experience and knowledge of inter-institutional consortia or humanss/ higher education cooperative programs and partnerships.
- Demonstrated ability to communicate effectively with faculty, administra-tion, business and industry representatives, community leaders, and gov-
- Proven management skills in personnel administration, fiscal control, budgeting, facilities and contract management.
- Ability to mediate and resolve disputes.

Personal and professional integrity. OTHER DESIRABLE CHARACTERISTICS AND QUALITIES

- Knowledge of the legislative process.
- Understanding of public finances.
- · Possession of scientific and technical knowledge through education or
- Possession of an earned doctorate or equivalent from an accredited univer-
- Willing to commit to the position for a minimum of five years.

SALARY AND BENEFITS

This is a twelve-month executive position with salary commensurate with experience and qualifications and competitive benefits. A faculty appointment with one or more of the participating higher education institutions is

APPLICATION PROCEDURE

Interested individuals must submit a letter of application addressing the requirements of this position, a vita or résumé, and the names, addresses and

Completed application materials are to be sent to

Chair, Search Cummittee for Executive Director Joint Center for Higher Education N. 501 Riverpoint Boulevard—Suite 245 Spokane, WA 99202

Further information regarding the position, or the JCHE and SIRTI, can be obtained at the above address or by telephone, (509) 559-4242. Only completed applications received by May 1, 1992 will be guaranteed consideration. The anticipated date of employment is as early as July 1, 1992, but preferably no later than September 1, 1992.

JCHE is committed to diversity and encourages all qualified condidates to apply.

Minnesota Community Colleges

Minnesota Community College System

PRESIDENT

ROCHESTER COMMUNITY COLLEGE

The Chancellor of the Minnesota Community College System announces an $^{\#}$ opening for the position of President at Rochester Community College Rochester Community College currently enrolls 4,0/KD students. Founded in 1915, the college is the oldest college in the Minnesola Community College System. Rochester is the state's fifth largest city, located approximately 75 miles southeast of Minneapolis and St. Paul.

The college is also a member of the Greater Rochester Area University Center—a unique, collaborative educational partnership involving eight institutions of higher learning in the city of Rochester. A \$17 million construction project to provide a permanent facility for the center is currently underway on the Rochester Community College campus.

The college operates under the jurisdiction of the State Board for Community Colleges. Enrollment in the Minnesota Community College System has increased over 51% in the past seven years

The President is the chief executive officer of the college with responsibility for all programs and functions of the institution. The President reports directly to the Chancellor.

- The following qualifications are considered essential or highly desirable:
- A demonstrated commitment to the relision of the community colleges.
 A demonstrated capacity for creative and resourceful management and
- leadership.

 Demonstrated leadership ability in areas such as instruction, student server
- tres and inter-institutional planning.

 Demonstrated abilities in community relations.

 Demonstrated skills in fiscal planning.
- Experience in employee contract administration.
 Training in educational administration, preferably with an emphasis on higher aducation.
- higher aducation.

 Apprime in educational administration, preferably at the post-second-ary level; community college administrative experience is desirable.

 Sensitivity to multicultural issues and demonstrated evidence of support for cultural diversity and adimnative action/equal educational opportunity
- programs.

 Experience in developing and administering collaborative efforts with other higher education institutions.

 An earned doctorate or appropriate experience that provides equivalent
- strength.

 Demonstrated commitment to student concerns.

Salary is competitive and commensurate with experience and qualifications. It is anticipated that the president will assume his or her duties in July, 1992 The 1991 Minnesote Legislature mandated a merger of three of the four public higher education systems—the community colleges, the technical colleges, and the state universities. The University of Minnesota is excluded from this legislation. Barring changes in the next three legislative sessions, a single "Super Board" will govern these three systems effective duly 1, 1995.

The application deadline is April 30, 1992. Required materials include a letter of application addressing the applicant's interest in and qualifications for the position, a resume, and the names of three references.

Please address nominations, inquiries, and applications to:

Anne Weyandt
Search Coordinator
MINNESOTA COMMUNITY COLLEGE SYSTEM
203 Capitol Square, 550 Cedar Street
St. Paul, MN 55101

The Minnesota Community College System is an equal opportunity, affirmative action employer.

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End Paper

'Camera as Weapon': the Birth of the Era of Photojournalism



monly thought to have been separated by two decades of peace. In Germany, however, the battles never ceased, they simply shifted in form from military engagements

to confrontations on the planes of culture, politics. and ideology. There was little time to revel in the "peaceful" interlude between the wars, for the bitter, divisive end to the first left a residue of problems that preoccupied Germany right up until the bloodthirsty launching of the second. Recovery from one war had barely begun before remilitarization started for the next.

Peace had no stable ground in which to root itself, because Germany between the wars was a country in flux. Even before the end of World War I, German sentiment had become polarized. Though many Germans supported Kaiser Wilhelm II's fervent patriotism and imperialist appetite for power, others felt deceived by the government, which had encouraged its military to persist in the war even when victory appeared hopeless.

Kaiser Wilhelm abdicated on 9 November, jolting the country into a search for a new order. Immediately, a German republic was declared, under Social Democratic leadership, but its grip on the nation proved tenuous, as did the hold of all seventeen governments elected in the interwar period until 1933, when Adolf Hitler brought a violent end to Germany's experiment with democra-

Germans fiercely debated the political bent of the Weimar Republic, which took its name from the small town housing the seat of government, throughout the fifteen years of conlition governments. The Social Democratic Party held the leadership position throughout, but parties right of center wrestled desperately for

Plagued as they were by conflict and controversy, the Weimar years were also unprecedented in their



spawning of scientific, technological, and especially cultural breakthroughs. The friction between the recent war and impending disaster, between recovery and remilitarization, sparked a monumental surge of

creative energy. Radio made its first public broadcasts in the 1920's, and by the end of the decade, it became the favored mass medium communication tool in political campaigns. Film graduated from silence to sound, painting and the graphic arts assumed a new formal and political intensity, theater became a participatory, all-embracing art form. and cabaret emerged as a dynamic new channel for political satire.

Photography entered a new age of creation in the mid-1920's with the advent of small, hand-held cameras, such as the Leica and Ermanox, capable of functioning with available light rather than flash. These cameras facilitated a new, more candid documentation of the world, while faster, more efficient rotary printing methods made this vision widely available to the German public through a proliferation of new, photographically illustrated magazines. The era of photojournalism had begu

"Camera As Weapon: Worker Photography Between the Wars," an exhibition of over 122 photographs, periodicals, and works of graphic art will be at the Spencer Museum of Art at the University of Kansus, Lawrence, Kan., March 22 through May 10. It will then travel to the Grey Art Gallery, New York University (September 12-October 31) and the Photographic Resource Center, Boston (November 20-January 24, 1993).

The text above is by the curator, Leah Oliman, and is excerpted from the exhibition catalogue, which is published by the Museum of Photographic Arts, San Diego, the organizers of the exhibition.

M. M. A. L.

Nineteen higher-education groups joined forces last week to oppose the Education Department's proposed rules that would generally bar colleges from reserving some scholarships for members of specific ethnic or racial groups. The groups, led by the American Council on Education, issued a joint coly to the regulations. Education Secretary Lamar Alexander issued the proposed rules last year, following a year-long controversy over previous department viatements banning minority cholarships. The deadline for public comment on the rules is this

The joint response to the egulations called them "legally fawed, factually unsupportable. and not in the public interest." The higher-education groups stated that the department had failed to consider the continuing economic and social barriers to minority students' obtaining a higher education.

The response also criticized the department's legal analysis and cited Supreme Court decisions allowing oluntary affirmative action as evidence that colleges could be allowed to offer minority

Education Secretary Lumbur Alexander issued a statement that did not reply to the specific points made in the groups' joint response. The statement said: "As we develop this policy guidance our goal is clear; to help clarify how colleges and universities can make special efforts in creating diversity on campus, and in increasing opportunities for disadvantaged students, without violating federal anti-discrimination law."

The National Association for Equal Opportunity in Higher Education, a lobbying group for black colleges, was among the organizations joining in the sponse to the Education epartment, NAFEO's president. samuel L. Myers, joined ACE's resident, Robert H. Atwell, at a press conference to release the

setting policy for the major higher-

changed his position on minority sholarships and had always been

strongly opposed to the Education

Mr. Atwell said he had not

Ment's proposed

education associations.

Late last year, Mr. Myers sent a letter to black-college presidents accusing Mr. Atwell of taking a "lukewarm" position on the ainonity-scholarship issue and of tarring black colleges when mulating that policy. The letter, which was repudiated ıy educators, said Mr. Atwell was "a fee of black colleges." At last week's press conference. bowever, Mr. Mycrs said he was "very pleased" with the way the ACE had organized the latest Asponse to the regulations. Mr. Myers said there had been an "opening up" of the process of

The Higher Education Act was last

rate is a simple case of lawmakers' being caught by surprise. Efforts are under way on Capitol Hill to provide Stafford borrowers with some benefit if low interest rates

Backers say the measures will 'jump-start' economies

By MARY CRYSTAL CAGE

College officials in several states are asking voters to approve the issuing of general-obligation bonds to finance renovation and construction projects. But they do so with more than a little trepidation.

Just two years ago, voters in California and New Mexico answered such requests with a resounding No. And college officials fear they will get the same response this year because the recession has made many voters skeptical of any increase in government spending or debt.

But the recession could also help the bond measures. Governors and legislators, noting that building projects create jobs. have been selling the bond measures as one way to jump-start state economies.

Bright Spots in Grim Sessions

Legislatures are preparing to place bond measures for higher education on ballots in several states, including California, New Mexico, North Carolina, and Virginia. In those states and others, those measures are bright spots in otherwise grim legislative sessions. The combination of revenue shortfalls and voters' opposition to tax hikes has greatly reduced higher education's chances of receiving increases in appropriations for basic operations.

The state with the most money at stake is California, where legislation is pending that would ask voters to approve \$900-million in bonds for higher education. Says Rodney Rose, president of the Society for College and University Planning: "It's not clear what the mood of the voters will be. This election in California will be a bellwether test of their support."

College officials in California say that

"Arizona, like the rest of the country, is in a very severe

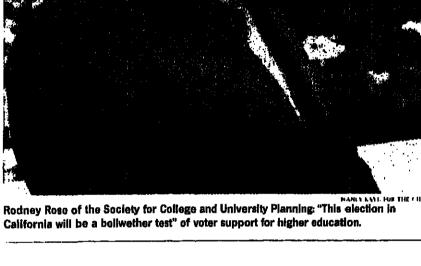
recession. And when people are having a hard time paving their bills, they have a hard

time passing bond measures.'

early polls show voters will support the bond measure for higher education. But they were optimistic about the \$450-million bond measure on the state's November 1990 ballot, as well. Until that election, Californians had routinely approved higher-education bonds and college officials rarely mounted serious campaigns to secure passage.

This year, however, higher-education officials are not taking the voters' support for granted. Californians for Higher Education, a political-action committee, is gearing up for a statewide effort.

William B. Baker, vice-president for Continued on Following Page



Government & Politics

Several States Ask Voters to Approve

Bonds for College Construction Projects

Dramatic Decline in Most Interest Rates Doesn't Extend to Stafford Loan Program

By THOMAS J. DeLOUGHRY WASHINGTON

Car buyers and home purchasers may be reaping benefits from the lowest interest rates in nearly 20 years, but many student borrowers are not.

The prime rate has dropped to 6.5 per cent from 9 per cent in the past year, and mortgage rates and interest rates on car loans have dipped as well. At the same time, the interest rate on Stafford Student Loans-the largest federal student-loan program-has been frozen at 8 per cent.

Borrowers in two smaller federal programs-Supplemental Loans for Students and Parent Loans for Undergraduate Students—are benefiting. The interest rate on those loans for the current academic year is two points below last year's, but still exceeds the Stafford rate.

Student-aid officers and Congressional nides agree that the failure of Congress to provide a means of reducing the Stafford

amended in 1986, when the prime rate was above 8 per cent and no one thought to tamper with the flat interest rate of 8 per

cent on Stafford loans, which had protected students from the high market rates of the early 1980's.

"To many it would have seemed almost laughable to include information like that in legislation, given the conditions that we faced," says Natala K. Hart, director of scholarships and financial aid at Indiana University-Purdue University at Indian-

Strategy Viewed as Appropriate

Says Brian K. Fitzgerald, staff director of Congress's Advisory Committee on Student Financial Assistance: "I don't think nomenon we see today."

He and other analysts say Congress may have acted conservatively in shielding students from the effect of the market, but that such a strategy was appropriate given the danger of high interest rates. "What you want to do is minimize the possibility that kids are paying 14 or 16 per cent on Stafford loans," he says.

Congress, in fact, increased interest rates in the 1986 law that reauthorized the Higher Education Act for five years. In an effort to save money. Congress and the White House agreed that the Stafford interest rate should increase to 10 per cent Continued on Page A27

By STEPHEN BURD

Iwenty years after President

Nixon pledged that the federal gov-

crament would wage a war against

cancer, university scientists are

engaged in a heated battle over

nue campaigns should be waged.

The government contends that it

shout the gains it has made against

the disease and is ignoring the need

for more research on environmen-

The stakes are high, both for the

The leading critics of the can-

cerinstitute are environmentalists.

such as the activist group Food and

Water, which recently called a

press conference to question the

agency's approach to cancer re-

search. Samuel Epstein, a profes-

ser of occupational and environ-

mental medicine at the University

of Illinois at Chicago and director

of cancer prevention for Food and

Water, accused the institute of

misleading and confusing the

public and Congress by repeated

claims that we are winning the war

against cancer, when in fact cancer

rates are increasing and our ability

to treat and cure most cancers has

not materially improved either."

Blame-the-Victim Mentality'

Dr. Epstein said the institute had

created a "blame-the-victim men-

blity" by attributing most cancer

opersonal choices such as "smok-

reand dietary fat" while failing to

warn the public of the dangers of

adividual's personal control—in-

listrial and chemical carcinogens.

forinstance—that have made their

He then called on Congress to

al causes of cancer.

logical sciences.

WASHINGTON

States Ask Voters to Approve Bonds for College Projects

budget and university relations at the University of California, says state lawmakers are trying to win support by stressing that the bonds will create jobs that will help the state escape the recession. But, adds Mr. Baker, who is also the chairman of Californians for Higher Education; "It's a very tough climate out here. We're raising some money privately through alumni and foundations to hire a campaign consultant to advise us."

California's higher-education officials expect to devote much of their time in the coming months speaking to alumni, business, and civic groups about overcrowded classrooms, inadequate laboratories, and deteriorating buildings.

Similarly, John T. Casteen, III, president of the University of Virginia, says he will spend about three-fourths of his time addressing business groups and lobbying for a bond package that includes \$472-million for higher education.

'A Crisis Stage'

"I think the voters will approve the bond measure," Mr. Casteen says. "Virginia is looking at dramatic growth in its college population. For some colleges—and the community colleges in particular it's already at a crisis stage. Something will have to give."

The Virginia bond measure, however, almost died before it got to the voters because the state General Assembly was divided over strategy and priorities. Some members wanted to include a tax increase on the ballot to finance \$500-million in transportation projects as a way of winning support from residents in the sprawling northern Virginia suburbs. But Gov. L. Douglas Wilder, a Democrat, and key legislators were adamantly opposed to the idea.

Ultimately, the Governor's prosented to voters in November, Wil-



John M. Hule of Purdue U.: "Legislators have a lot of projects that are high priorities. They just don't feel that they can afford them."

liam M. Anderson, Jr., president of Mary Washington College and president of the Council of Presidents, a group that includes all public colleges and universities, says polls showed voter support for the Governor's position.

In North Carolina, legislators have been rejuctant to approve a \$600-million state construction bond because they are concerned about how voters would react. Henson P. Barnes, president pro tem of the state Senate, says:

"People are upset about taxes and things that spend money."

Jay M. Robinson, vice-president for public affairs at the University of North Carolina System, says: "The problem is that most legislators are very apprehensive about putting anything on the ballot that might smack of tax increases."

On the other hand, Mr. Robinson says: "We think the bond issue will jump-start the economy." The university has mobilized alumni to prod legislators into approving the ballot. However, the state budget

STATE NOTES

■ South Carolina measure allows renaming of 6 state colleges

■ Tenn. to give funds to colleges meeting minority-student goals

■ Court says land for employee housing is subject to property taxes

\$600-million bond package, which director has told colleges the state includes \$335-million in projects for colleges and universities.

In the past, North Carolina financed capital improvements out of the state's general fund, rather than issuing bonds to get the monev for construction. The money for capital improvements would be lion. held in a special account and not be spent until it was clear that state revenues were adequate. Since 1989, Mr. Robinson says: "We've had money appropriated twice for capital projects, but the Governor had to use that money to eliminate budget deficits."

In many states, community-college districts face fewer political hurdles because they can place bond measures on local ballots without legislative approval. But they still must find a way to win voter approval.

Administrators in Arizona's Maricopa County Community College District, for example, have postponed their 1992 bond election twice so far. Originally they had hoped to put it on a district ballot in February. Then there were discussions about a May vote. Now it is tentatively planned for June.

'Very Severe Recession'

Although area business and civic leaders have told district officials that they support the college, Maricopa County voters defeated a bond measure for county facilities in November. District officials are waiting for the mood of the voters—and the area's economy—to

Bruce D. Merrill, director of the media-research program in the school of journalism and telecommunications at Arizona State University, says: "Arizona, like the rest of the country, is in a very severe recession. And when people are having a hard time paying their bills, they have a hard time passing

bond measures." In Indiana, the General Assembly does not have to place generalobligation bond measures on the

will delay issuing some bonds for capital improvements because of revenue shortfalls and cash-hos problems. Of \$226-million in high er-education bonds authorized b. state has released only \$32.8-mil.

Government & Politics

'Basically on Hold'

Says John M. Huie, vice-predent for state relations at Purdue University, "We're basically of hold until we get their authoriz

The problem is that one of the projects on hold is a \$33.4-million veterinary-science building. "T vet school just went through its acreditation review. While full as creditation was continued, it was done with the understanding the this building would be built in the near future." Mr. Huie says.

public health and for research uni-"The state isn't questioning the versities. The National Cancer Inneed for these facilities at all." Mr situte, with an annual budget of Huie continues. "But the legisla-12-billion, is the largest division of tors have a lot of projects that are the National Institutes of Health high priorities. They just don't fed and a top source of funds for rethat they can afford them." search in the basic and applied bio-Mr. Rose of the Society for Col-

lege and University Planning points out that many of the colleg and university buildings in use to day were built in the 1950's as 1960's and it is time for those bull ings to be replaced. But he says: don't think higher education is a ing to have the state-budget prior ty that it needs to do that lies don't think the money is there."

When possible, he says, collecshould try public-private ventus to help defray the cost of capo improvements, such as leasing fice space to private physicians university medical facilities.

"Given the fact that it's going! he tougher and tougher to get pi lie support for higher-education cilities, higher education is going have to find these other methods finance capital improvement They can't continue to fund it for their tuition bases," he says. "A there's just not that much para money for bricks and mortar."

faculty-housing development de veloped by a non-profit corpora tion affiliated with the University of California at Irvine. In the de

rorganize the institute's budget to give research on the causes and revention of cancer "at least equal emphasis, in terms of budgelary and personnel resources," as Mother areas in the cancer budget. including research on the diagnosis and treatment of cancer, and basic

way into the environment.

budget to the kind of research Dr.

Epstein said was crucial. Dr. Epthan ever before," he wrote.

Destre the war against the statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done any shift in the time of diagis won. But they say that statistics is done stein would like those areas to take up at least half of the budget. than it was two generations ago." Many scientists, especially envi-Impenial and public-health reconception is that most carcinoeas of childhood cancers and constarchers, agree that more study is gens result from human interfermon cancers suffered by white needed on cancer prevention and ence with nature. Individual citimatrol. "Not enough attention has zens should worry less about been paid to industrial chemicals industrial carcinogens and more bladder, and cervical cancer, activities and the control of pollutants and their potential about such mundane and preventblein causing cancer in the United able causer of cancer as smoking."

Sales, "Sald Deviction the United about such mundane and preventable causer of cancer as smoking."

Sales "Sald Deviction to Industrial carcinogens and more coording to Richard Adamson, dicoording to Richard Adamson, dicoording to Richard Adamson, didence, with a 60-per-cent increase in breast cancer in women and co-States, said David Kriebel, an as
Researchers who receive funds

Researchers who receive funds skiant professor in the work envi
from the cancer institute say that

Researchers who receive funds

Cancer Ettology. Similar success

has not been met in reducing the has not been met in reducing

whether they are winning or losing hat war, and in what directions fu-House report on the reauthorization legislation said that lawmakers were "deeply concerned" about has made significant progress the low level of support for such against cancer by pouring billions projects, "despite the availability of dollars into research. Some sciof a large number of scientifically enlists, however, charge that the meritorious proposals" from grant pvernment is deceiving the public applicants. 'Many Needs to Address' Peter Greenwald, the director of

included a provision in its legisla-

tion reauthorizing the NIH that

would increase cancer-prevention

research to 10 per cent of the insti-

tute's budget, a move that Dr. Ep-

stein said was a step in the right

direction, but far from enough. The

cancer prevention and control at the institute, said that while prevention should be a top priority, other aspects of the cancer program were important as well. "The concern that I have is that there are many research needs to address the cancer problem," he said, "Basic research, prevention, early detection, and therapy are all important. It is a mistake to decrease the effort in any of these at this time."

Other scientists agree with Dr. Greenwald's view that shifting the cancer institute's budget toward environmental issues would be wrong. They argue that the institute has made great strides in combating cancer, especially in reducing the rutes of several kinds of common forms and in extending the lives of many cancer patients. dustrial and chemical carcinogens are so rare as to be insignificant and that people who make those substances an issue are politically motivated.

In an article in the winter 1992 issue of The Public Interest, Rich-

"Not enough attention has

been paid to industrial chemicals and pollutants and their potential role in causing cancer in the United States."

ard D. Pollak, an assistant professor of science at St. John's University (N.Y.), wrote that scientists who blame cancer on industrial and chemical carcinogens have a sets of competing cancer-rate sta-"mindless distrust of everything man-made.''

"Far from experiencing a cancer guments. The cancer institute currently alindustrial America has been able to admit that there is a long way to go
cer is discovered with the point at those supporters—a heates only about 5 per cent of its support an increased population before the war against the disease which it actually starts. When this nied. "Cancer is no more of a plague ity rates indicate that the institute even when there is no real change

He continued: "A general mis- Death rates are falling in the ar- the disease and death."

mannent department at the Univerbasic biological research into the death rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent increase in testicular, dark, "The public edath rates for individuals with per-cent inc



played a significant role in explaining the increases, he said he didn't know exactly how big a role, because the cancer establishment had failed to study those causes.

'Improvements in Diagnosis'

But H. W. Lewis, a physics professor at the University of California at Santa Barbara, said that improvements in diagnosing and detecting cancer might make increased incidence rates look more alarming than they actually are. "For instance, improvements in diagnosis of prostate cancer may make it look like there are more cases than there used to be, but this may not be true," he said. "Most men get it in their 70's and 80's, but end up dying of other things. But ysince we've become better at finding it, we are finding cases we never would have found before. The same is true for other cancers."

Improvements in cancer diagnosis don't tell the whole story, according to Devra L. Davis, a scholar in residence at the National Academy of Sciences. Ms. Davis said that data collected from 1968 to the present indicated that cancer rates, when one ignores lung and stomach cancer, had increased steadily since 1968, suggesting that smoking and diet alone, the primary causes of lung and stomach cancer, cannot explain the growing rate of cancer incidence. While Ms. Davis said that "we do not have a good explanation for why some cancers are increasing that are not related to smoking," she added that she suspected that many of these cancers might be caused by chemical carcinogens.



They argue that cancers caused by Peter Greenwald of the National Cancer institute: "The concern is that there are many research needs to address the cancer problem."

At the press conference, Dr. Ep-

show that there have been im-

provements, when in fact, he said.

'most cancer rates are shooting

He pointed to a 1987 study by the

cer-patient survival rates that con-

cluded that it was misleading to

judge progress by looking at sur-

vival rates because there had been

improvements in the diagnosis and

detection of various types of can-

"At first glance, it would appear

Some scientists say that im-

tal research, is the key to prevent- or for members of minority groups. 'If you don't understand the na-

ture of the disease, how can you prevent it?" asked Jonathan P. Leis, a professor of biochemistry at Case Western Reserve University who receives institute funds to study cancer's biological causes. "Basic research gives us an understanding of how the cell works and why it is transformed to a cancerous state. We can then use that information in treatment and prevention. Scientists shouldn't impose political agendas on what is a very fundamental issue."

Competing Statistics

The debate over whether the cancer institute is winning the war against cancer is highlighted by tistics, which have been used by both sides to further their own ar-

Officials of the cancer institute is on the right track.

ing colorectal, ovarian, stomach, statistics suspect, as well.

stein accused the "cancer establishment" of "gerrymandering and 'Politically Motivated' manipulating survival data" to

Elizabeth Whelan, director of the American Council on Science and Health, disagreed. Occupational and industrial carcinogens account for only I per cent of all General Accounting Office of cancancers, she said. "There is no conflict or controversy. I am an an opinion. It's a fact," she said. Those who argue about the importance of industrial and chemical carcinogens "are people who are not using science or speaking scientifically. They are politically mo-

that survival rates had improved considerably, in that patients used Environmental lobbyists pointed out that Ms. Whelan's organization to live for a short period and now received much of its financial suplive for a longer time," the GAO report stated. "However, this apport from industry and corporapearance is deceiving, because it tions, and they argued that Ms. equates the point at which the can- Whelan protected the interests of

issue argue that researchers on the other side are politically motivated in the interval between the onset of and are using statistics to advance their own agendas. "Once statistical information gets into the body - . politic, it can be used to advance provements in cancer diagnosis and detection make Dr. Epstein's anything. People see in statistics what they want to see," said Mr. Lewis of the University of Califor-Dr. Epstein said there had been a

> The problem with this, said Ms. Davis of the science academy, is that the public is left in the dark."The public ends up trusting

South Carolina's Gov. Carroll A. Campbell, Jr., a Republican, has signed a bill that will allow six state colleges to be renamed as universities.

A similar measure has been enacted in Virginia and is under consideration in New Jersey.

Under the South Carolina law. the College of Charleston and Jersey Board of Higher Educa- cial bonus based on how many of dents it enrolls and on its gradu-South Carolina State, Winthrop, and Francis Marion Colleges will that would create two kinds of meets. An institution that scores adopt the new designation this universities-research institu- 100 points for meeting all of the summer. The Citadel and Lander tions and teaching institutions. goals can receive an incentive boing their designation from college who disapproves of the board's to university, but have not yet de- proposed policy, said it would cided whether to do so.

State lawmakers emphasized that no additional money would tions of higher education. be appropriated for the institutions solely because of the name

In Virginia, Gov. L. Douglas Wilder signed a bill last week that changed the name of Christopher provides extra funds to col-Newport College to Christopher Newport University.

In New Jersey, Monmouth and Rider Colleges are lobbying for a increase the diversity of their A comprehensive research instibill that would allow them to be student populations. renamed universities. The New

The Tennessee Higher Education Commission, which for specific types of institutions. loges that meet several enrollment goals, now also rates colleges based on how much they ates and its enrollment of adults.

An institution receives a finan- of two-year-college transfer stu- efit the employees.

tion has been considering a policy the commission's standards it ate enrollment. But Gov. Jim Florio, a Democrat. nus that equals 5.45 per cent of its regular state appropriation.

Under the revised formula, lence" at New Jersey's institu- 93 through 1996-97, an institution may receive up to 10 points for --MARY CRYSTAL CAGE meeting the state's goals on enrollment. In addition to increas- housing to college employees. ing racial diversity, the commission also has set enrollment goals For instance, a community college will be rated on its enroll-

In a decision that will limit how California colleges can help their employees meet housing costs, the state Su-'dilute the standards of excel- which sets the standards for 1992- preme Court has ruled that university-owned land is subject to property taxes if the land is being used to provide

In a unanimous ruling, the court held that the exemption from property taxes provided by the state constitution for public schools and colleges did not anply to the land in such cases because the land was not being cost as much as \$2,000 more if "used exclusively for" educatution will be rated on the number tional purposes but rather to ben- ange County.

cancer-causing agents outside un The property in question is velopment, residents own the own homes but pay rent to the university for the land beneat their homes. The arrangement allows es

ployees to build up equity in their houses and enjoy the tax advantages of home ownership. It also allows the university to restrict versity employees and to keep housing prices from escalating The homeowners never dispute that they were subject to proper taxes on their homes, but challenged the right of Orange County

to assess taxes on the land. Under the ruling, the propenty itself is still exempt from the lax but the homeowners will be subject to taxes on the value of the leases. A lawyer for the university

—GOLDIE BLUMENSTY.

Government & Politics

ing the ssc to their constituents.

particularly during the recession.

ise that anything concrete would

come from it. "People are asking

me, 'What's it going to do for

Texas, said Congress needed to see

some return on the investment be-

fore "two atoms smash together in

Mr. Happer said that "a lot of

the research in this project is imme-

diately applicable to other indus-

tries," and cited the production of

magnets for the ssc as one example

The National Institutes

of how the project has paid off "al

most immediately."

Rep. Jim Chapman, Democratof

me?' " he said.

when lawmakers could not prom-

WASHINGTON UPDATE

- Senate committee includes direct-loan plan in tax legislation
- U.S. seeks debate on admissions policies for alumni children
- Lawmakers criticize National Science Foundation priorities
- Superconducting Supercollider budget, schedule questioned
- NIH to extend support for clinical research programs on AIDS

The Senate Finance Committee last week approved tax leg- pected to vote on the tax legislation the larger community of legal islation that included a direct student-loan program.

The pilot project for 500 colleges and trade schools is a larger, modified version of a plan that Sen. Bill Bradley, Democrat of New Jersey, and three others introduced last month (The Chronicle, March 4).

The program would provide "Self-Reliance Loans" of up to \$5,000 a year for undergraduates "-(and up to \$15,000 a year for graduate students, beginning with the 1993-94 academic year. The borrowers would pay 3, 5, or 7 per cent of their adjusted gross income to the Internal Revenue Service until their debts were paid.

The version the committee approved was larger than the 300-institution project that the Senators proposed last month. The proposal would tie the interest rate on the loans to rates on 10-year and 30year Treasury bills, which are currently higher than the one-year Treasury-bill rate in the original plan, but are expected to be lower port said that the issue "deserves money for its Academic Research

Status of Federal Legislation

As of 6 p.m. March 5, 1992. Bold type indicates changes since February 20, 1992.

tax bill last month that did not include a direct-loan program.

--THOMAS J. DeLOUGHRY

The U.S. Commission on Civil Rights has called for a greater public debate on whether it is legal or proper for colleges to grant preference in admissions to the children of alumni.

The commission made the recommendation in a new report, "Civil Rights Issues Facing Asian Americans in the 1990's." The restudents had charged that they lose chances at admission to some elite universities because of the effects of alumni admissions preferences. The Education Department, in a 1990 investigation at Harvard University, said it was legitimate for that year contains an increase of colleges to give preference to children of alumni.

over time. The full Senate is ex- to be debated and articulated by this week. The House approved a scholars and civil-rights advocates against the broader context of civil-

rights enforcement." The report said the issue "will continue to affect Asian Americans and other minorities adversely to the extent that they are underrepresented among alumni of elite col--SCOTT JASCHIK

Members of a House subcommittee charged last week that the National Science Foundation was not doing enough to modernize university facilities port noted that Asian-American or to improve mathematics and science education.

The criticism came at a hearing of the House Subcommittee on Science on President Bush's budget request for the foundation for fiscal 1993. The NSF's budget request for nearly 18 per cent for research but only about 3 per cent for education. The Civil Rights Commission re- The agency did not request any

Lawmakers last week questioned the Energy Department's ability to complete the Superconducting Supercollider within its budget and on schedule.

Several members of the House subcommittee responsible for appropriations to the Energy Department also suggested that the department had not obtained sufficient commitments from foreign countries, especially Japan, to assist in paying for the ssc, which now is expected to cost more than \$8-billion

William Happer, director of the Department of Energy's Office of Energy Research, defended the progress made on the ssc and tried to allay fears that it would run over budget and that it might not help the country enough to justify its cost. "We are managing this project with great care to make sure it is built on schedule and on hudget," he said.

Mr. Happer expressed his satisfaction with the progress of negoti-

Facilities Program or any increase ations with the Japanese and said for its Academic Research Instrumentation Program.

"I believe they're prepared to help us on this." But Rep. David I Skaggs, Democrat of Colorado, Walter E. Massey, director of said he believed the Japanese had the NSF, defended the small inpolitely snubbed James D. Walcrease in the education budgetkins, the Secretary of Energy, durwhich has grown by over 90 per ing a trip to gain support for the cent in the past three years—as a necessary, but temporary, meascollider. Rep. John T. Myers, Republicar ure. "We feel this is a year for conof Indiana, said many Congress solidation," he said. "It is not a men were having difficulty justify harbinger of the future."

Rep. Rick Boucher, the chairman of the subcommittee and a Democrat from Virginia, asked Mr. Massey to justify a request for a 20-per-cent increase in financing of the NSF's own facilities in light of what Mr. Boucher considered an apparent lack of concern for the facilities of the nution's universities.

Rep. Sherwood L. Boehlert, Republican of New York, said he found it "mind-boggling that this country can find the money" for projects like the Superconducting Supercollider "when we're not doing enough for university facilities and education.

Mr. Massey said the NSF's priorities were people, instruments, and facilities, in that order, and the improvement of the agency's facilities would benefit many university scientists who make use of them.

Health has announced that it will extend support to a numb -JACK GOODMAN of centers conducting clinical trials of new drugs and then

pies to fight AIDS. Support for seven Adult Clinical Trial Units was supposed to be phased out in fiscal 1992 after the NIII reduced by 17 per cent the

amount of money going to the prgram. The agency acted in sponse to a Congressional manda that more Pediatric Clinical Tr Units be set up. Also, a new competition grants resulted in several an units' receiving support at the ex-

pense of some existing units. White the NIII financed 32 Adult Clinical Trial Units in fiscal 1991, it was going to support only 28 this year. Now the NIH will support all 3 units through the end of the fiscal

Anthony S. Pauci, associate di rector for AIDS research at the NIS. said in a statement that the agency was committed to "finding the resources and redirecting funds from existing programs to extend funding" to the units.

Inless Congress Acts, Interest Rate on Stafford Loans Will Stay at 8%

Continued From Page A23 hen borrowers enter the fifth year

Michael S. McPherson, profesof economics at Williams Colkge, says students should not complain, because 8 per cent is still "a reasonable market interest rate for hee loans." He notes that rates en mortgages or car loans have come down from where they were aytar ago, but they have not gone below 8 per cent.

U.S. Pays the Interest

Ms. Hart of Indiana University-Purdue University says most students don't worry about interest rates on Stafford loans while they're in college because the govemment pays the interest for them. But she expects graduating students to begin complaining if low interest rates on other kinds of loans continue for a long time.

"When they begin to hear-if they ever do-of mortgage rates of 7 or 7.5 per cent, they'll begin to see that as different from what they're paying," she says.

Indeed, student groups that have been eager to criticize lawmakers onother matters seem happy with a stable interest rate and have not

"This is the first time we're talking about

really dramatic

reductions. It could be really beneficial

to a lot of parents."

Alliance Capital Management L.P. mised much of a fuss about failing to benefit from decreasing interest rates. "Having it stututorily determined is much more comfortable and secure for us," says Selena Dong, legislative director for the United States Student Association. Nevertheless, the Senate last month acted to allow the interest rate to drop below 8 per cent. It approved an amendment to the reauthorization of the Higher Educalion Act that says the interest rate should be 3.1 percentage points above the rate on three-month Treasury bills, provided that studeats do not have to pay more than 9 per cent. If that rule were applied now, the rate would be 6.9 per

The House of Representatives is especied to take a different tack when it considers its reauthorizadirector of the House Subcommitke on Postsecondary Education. ays he expects lawmakers to keep he interest rate at 8 per cent. But, lesays, they may approve a measthe that would cut banks' profits on he loans when market rates are hw and require them to apply the

Under current law, the govern-

other holders of loans a subsidy of The amendment would be simi-I per cent on top of the 8 per cent har to a measure lawmakers insertpaid by the borrower. Since Janu- ed in the 1986 law when they ary the Treasury-bill rate has been agreed that all new Stafford loans so low that the government is not should have an interest rate of 10 paying any subsidies. And the 8 per per cent in the fifth year of repaycent paid by horrowers is providing ment. They recognized at that time banks with a rate of return that is that market rates could be well be-3.34 points above the Treasury-bill low 10 per cent, and specified that the difference between 10 per cent "They're getting a windfall they and 3.25 points above the T-bill were never intended to have," Mr. rate be used to reduce the borrow-

Wolanin says. The amendment he er's principal. expects the House to approve Education Department officials than 3.25 percentage points above—to the banks has produced a benefition in 1990-91.

cent last summer, for example, the ling the borrower's principal. That estimate, for example, that a subsigovernment was paying banks and would shorten repayment periods. dy of 1 per cent costs the govern-

Fluctuating Rates

Students and parents who have taken out Supplemental Loans for Students and Parent Loans for Undergraduate Students programs have benefited already, because the interest rate for the programs is sensitive to the market. Both have interest rates that are established each June at 3.25 percentage points above the rate on one-year Treasury bills. The interest rate is now would direct that any amount more report that the cutoff of subsidies 9.34 per cent, down from 11.49 per

Ms. Hart of Indiana University-Purdue University says the lower rates are saving money for parents. and students because-unlike participants in the Stafford programborrowers are responsible for paying the in-college interest on the supplemental and parent loans. "They're seeing some pretty direct relief." she says.

Barry McCarty, director of financial aid at Lafayette College, says the situation could get even better if Treasury-bill rates are still low in June, when the Education Department will set the interest rate for the 1992-93 academic

"This is the first time we're talking about really dramatic reductions," he says. "It could be really beneficial to a lot of parents."

1991 NACUBO ENDOWMENT STUDY

The financial support of the prestigious investment management firms listed below made the 1991 NACUBO Endowment Study possible. These firms are committed to the successful financial management of the U.S.'s college and university endowments.

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MAJOR PROVISIONS Copyright 8 1035 SENATE BILL; Would change federal copyright law to make It easier for scholars to SENATE: Passed mber 27, 1991 S Rep 102-141 HOUSE BILL: Would after the Job Training Parmership Act by providing more. HOUSE: Passed money for education and job training for paople who are the most disadvan. October 9, 1991 taged. Would link job-training programs supported under the act to state and. H Rep 102-240 federal efforts to reform the welfers system. Job training HR 3033 BOTH BILLS: Would result house the National Institute of Health. Would lift a ban house the National Institute of Health. Would lift a ban house the National Institute of Health. Would lift a ban house the National Institute of Health. Would lift a ban house the National Institute of Institute Institute Institute Institute Institute Would a subjects in the Institute Institu House Sill. Would arrend the 1988 faw that subtorized the National Science. House Passed Foundation for five years by rateing the foundations budget ceiling for fiscal. July 11, 1991 1992 to the President's recommended level of \$2,721 billion. The sinendments. Here 102-131 would also allow up to \$40-million to configue the program to represent seeinght feelling and up to \$33.5-million to searce here program for teasenth equip. SENATE BILL: Would make it a jederal crime to vandelize facilities used for SENATE: Passed research on animals or to remote animals from such facilities. S Rep 102-141 HQUSE BILL: Would result orize the Higher Education Act for five years. Would House: Approved replace Stafford Student Loens, within are provided by beauty and substituted by by committee the government; with a direct loan program in which aludents would perfow. October 23, 1991 sovernment funds from colleges. Would establish new maximum side for Palk. Hep 102-447 Government funds from colleges, Would establish new maximum size for Pelli Rep 102-447 Grants, in 1894-96, of \$2,750 plus one querier of Lufton up to \$1.750, Would exclude the equity a family dente in a horizontary of pusitions in the size of whether the equity a family dente in a horizontary of pusitions of the seven versity for seven through the property of the seven versity for the seven versity for the seven versity for seven for reprincing and \$3,500 a year for cophomoras \$3,500 for other undergraduates, and \$9,000 for graduate students. Would establish a new maximum size for sell Grants, of \$2,300 plus one quarter of the one of \$1,000 in 1993-94. For tem lifes with a natural incorpor of the section, \$50,000, would exclude the equity a family owns in a trong or fam from collegating the selling used to destinate a light life. BOTH BILLS: Would extend a her declarities for employees of employees byte. The provided by employers intellige resources byte. Inglishable of 1990, as making give of experiences byte. Inglishable of 1990, as making give of experiences byte. SENATE Approved by committee byte. SENATE BILL result resources and the second or of a continuous by committee byte. SENATE BILL result resources and the second or of a continuous byte. Back 1993, 54 separation year. The properties would be a second or of a continuous byte. HR 4210

WASHINGTON ALMANAC

Antarette research. The National Science Foundation has proposed rules to carry out an executive order that requires assessment of planned actions at the United States Antarctic Program so that potential environmental effects can be considered. Comments must be received by April 1 (Federal Register, March 2, Pages 7,355-9).

MAN BRUE IN CONGRESS

Coples of bills may be obtained from Representatives (Washington 20515) or Senators (Washington

HOUSE OF REPRESENTATIVES

Superconducting Supercollider. HR 4330 would require that American companies be given priority in construction contracts for the sec and that other contracts be awarded to foreign businesses only from countries that are participating in the

Tex.).
Taxes. HR 4319 would restore the tat deduction for interest paid on student foans and permit conalty-free withdrawals from retirement plans to post for such costs. By Representative Baker (R.1.2.)

Taxes, 11R 4341 would permanently ex-tend the research-and-development tax credit for businesses. By Reptsentative Packard (R-Cal.).

Since changes frequently occur with little advance notice, it is advisable to check with committees on or att

the hearing dates.

Science budgets. March 19. Hearing of proposed budgets for the National Science Poundation and the Office of Science and Technology Policy. Contact: Senate Appropriations Subscience and Veterans' Affairs, Hossis and Urban Development, and Independent Agencies; (202) 224-7231. SENATE

May Cut Banks' Profits

funds to retiring students' debts more quickly.

bent assures banks that they will beeive an interest rute of 3.25 perocalage points above the average Quiterly rate for three-month (reasury bills,

Business & Philanthropy

RJR Nabisco Plan Would Help Pay College Costs of Employees' Children

innounced that it will help pay the college costs of its employees' chil-Pledging that no child of an RIR

Nahisco employee will be denied postsecondary education because of financial barriers, the giant food and tobacco company said it would provide a combination of loan subsidies, scholarships, and up to \$4,000 in a matched-savings plan for each child of an employee.

The company says the plan will complement its Next Century Schools program, announced in ₹1989, which is providing \$30-million for elementary and secondary schools over five years to encourage "radical, sustainable change." The new project is a way for the company to extend that commitment to employees, officials said.

Louis V. Gerstner, Jr., Ruk Na-

vantage of at least one aspect of the plan, "We don't view this merely as another employee benefit, like health insurance," Mr. Gerstner said in a statement. "We view this as a far-reaching investment that requires a commitment from employees as well as the company."

The Issue Is 'on the Table'

Many companies already provide educational assistance to their American company.

Companies increasingly are trying to limit the benefits they pro-

Georgemiller, a benefits consultant at Hewitt Associates, a compensation and benefits consulting firm. "Clearly, the issue has been put on the table," she said.

Nearly all of rur Nabisco's 35,000 employees in the United States will be eligible for the assistance, with the exception of 147 top executives. Company officials said they wanted to make sure that financial support went to the people who actually need it. rur Nabisco's plan has several

components, including: ■ Training and incentives for employees to take part in improving the schools. The company said

When

it comes to

new employee

benefits,

the only thing

with the College Board, employee can have access to information about other kinds of financial support for education. The company sistance programs, said Denise it would provide workshops and will also continue to sponsor tue grants to schools where employees hold leadership roles. scholarship programs,

■ Expanded training for all em- A matched-savings plan to help employees pay for their chilployees and time off for workers to accompany their children on the dren's education beyond high first day of school and attend parschool, including college and unient-teacher conferences. versity education as well as vocational and technical training. The Company officials said they ex-

company will match dollar-for-dol-

Loan assistance and scholar-

deferred savings plan.

nected about 6,000 to 7,000 chillar as much as \$1,000 per child in dren of employees to participate in the matched-savings program and each year of high school in a taxabout 4,000 children in the loansubsidy program. Although the company hasn't estimated the cost ships. For employees who borrow under the federal government's of the entire plan, the loan subsidies and matched savings are ex-Parents Loans for Undergraduate Study, RJR Nabisco will pay loan pected to cost between \$5- and \$6 fees and partially subsidize interest

expenses. Through an arrangement

employees, including support for additional training and courses outside of work. Some also offer scholarships for the children of employees, RIR Nabisco's project appears to be the most comprehensive financial-assistance plan for employee children offered by any

vide employees, but RIR Nabisco's bisco's chairman and chief execu- announcement may spur more emtive officer, said the company ex- ployers to consider educational as-

PRIVATE SUPPORT

CARNEGIE CORPORATION OF NEW YORK 437 Madison Avenue

Health. For research and training on maternal health in sub-Saharan Africa; \$998.700 over two years to Columbia U. For a collaborative program to improve maternal and child health in Tanzania: \$330,400 over two years to Duke U.

international issues. For the Program on Science and International Security: \$350,000 over two years to American Association for the Advancement of Sci-

work: \$350,000 to Emory U. —For a study of the proliferation of weap-ons of mass destruction: \$177,250 to Har-

Por research and training on new policy initiatives for nuclear-arms reductions and non-proliferation: \$333,500 over two years to Princeton U.

Medicine. For postgraduate training in ob-stetries and synecology in Chana: \$213,-\$00 over two years to U. of Ghana and \$383.500 over two years to U. of Michi-

Minorities. For programs to increase the number of minority-group graduate stu-dents: \$310,000 over two years to Arizo-

-For support of programs: \$100,000 over two years to American Indian College Fund. Schools. For development of model com-

prehensive health and education services in junior high schools: \$400,000 over 21 months to Columbia U. For implementation of state-policy re-forms in middle-grade education; \$120,-000 over two years to U. of New Mexico.

Science education. For a national project to reformulate the content of elementary and secondary education in science, mathematics, and technology: \$750,000 over three years to American Association

-South Africa. For a career-development fellowship program for black South Africans at U.S. universities: \$120,000 over

—For research on legal issues involving gander: \$122,000 over 18 months to U. of the Witwaterarand (South Africa).

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sity of Kansas. For a laboratory fun

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3330,000 from the Meckienburg County Medical Society.
University of South Alabama. For a professorable in infectious diseases: \$600,000 from Abraham A. Mitchell.
University of Southwestern Louislane. For professorables in the college of engineering and the school of art and architecture: \$300,000 from Association of General Contractors.

York City Public Schools to reduce the dropout rate among adolescents: \$500,000 to Fordhum U.

retitute of Paper Science and Technology For the library: \$800,000 from William R

and Frances Haselton.

Palmer College of Chiropractic. For the endowment and for scholarships: \$217,000 dowment and for senutarismes. Services from the estate of Elmer J. Perguson.

Pennsylvania State University. For programs of science and mathematics educa-tion: equipment valued at \$433,000 from American Telephone and Telegraph Cor-

vocation and events center: \$100,000 from Richard H. and Pamela Bard. —Por graduate fellowships in engineering: \$107,750 from David and Dorls Weindorf. Ramapo College. For the International Telecommunications Center: \$180,000 from Becton Dickinson and Company.

Andelph-Macon Woman's College. For the capital campaign: \$1.4-miltion from an anonymous alumna and her husband. Saint John's University (Minn.). For a pro-fossorship in the health sciences; \$2-mil-lion from the estate of Florence Clause. Jniversity of Arizona. For the college law: \$200,000 from Ethel Bilby.

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More than 400 college officials and students attended a conference last week at the University of Maryland at College Park to discuss ways to combat what they said was a powing problem of intolerance on college campuses. Administrators at the

conference, "Bigotry 202: Developing a Proactive Campus Approach," sought to share information on programs that universities had found successful in fighting bias.

The meeting was sponsored by the American Council on Education and the Washington Regional Task Force on Campus Prejudice, a 13member coalition of colleges and universities in Maryland, Virginia, and the District of Columbia.

The task force, which meets monthly, was formed last year to respond to increasing incidents of harassment directed at women. members of racial and ethnic

minorities, and homosexuals. The conference organizers hoped colleges would form campus teams involving administrators, faculty members, and students to develop a comprehensive approach to roblems of bias. Organizers also hoped other colleges would form roalitions to share information.

Administrators at Viterbo College have fired the entire staff of the student newspaper. The paper had published parodies about condoms and ads for a clinic's abortion-counseling The college is affiliated with the

Roman Catholic Church. William Medland, president of the college, said that the newspaper. The Lumen, had "shocked the sensibilities of many students. faculty, staff, and administrators. Student journalists said nistrators were overreacting and trying to consor views that onflicted with Catholic beliefs. students who write for the paper nthe future will have to follow new ditorial guidelines that forbid obscenity, pornography, and isrespect for the Cutholic Church.

Fifty-six cadets from 14 of the ation's leading military colleges met at Texas A&M University to discuss, among other things, exusi harassment and

r. Medland said.

The cadets, about a third of whom were women, discussed incidents of sexual harassment at their institutions and talked about how administrators had responded

Texas A&M's own Corps of Cadets was embrolled in controversy ast fall when several female cadets charged that they had been sexually harassed by male cadets. Cadets allending A&M's Military Weekend observance agreed that military colleges could help curb incidents of rassment by clearly articulating their support for female cadels.

Students



A state policeman in California wrestles a demonstrator to the floor in front of the Governor's office during a protest over increases in tuition costs.

At Public Colleges, More Double-Digit Tuition Growth; Upward Trend Likely to Slow at Private Institutions

Students in some of the largest state higher-education systems will face sharply higher costs

By JEAN EVANGELAUF

Early announcements of tuition charges for 1992-93 indicate that public colleges will post another round of double-digit percentage increases, while private institutions will struggle to keep the growth in the single digits.

In academic 1991-92 the average tuition went up 12 per cent at public four-year colleges, 13 per cent at public community colleges, and 7 per cent at private fouryear colleges, according to a survey by the College Board.

Even though the pace of private-college tuition increases is likely to slow, costs will still outrun inflation, said Michael S. McPherson, a professor of economics at Williams College who specializes in higher-education finance. Inflation, as measured by the Consumer Price Index, stood at 2.6 per cent for the 12 months ending in January.

"Private institutions are too nervous

both politically and economically to push tuition hard, and they're too strained to cut tuition, so there's a narrow window they can operate in," Mr. McPherson added.

Tuition increases at public institutionswill surpass 10 per cent in states that have James B. Appleberry, president of the American Association of State Colleges and Universities. Some 30 states have reduced their 1992 higher-education appropriations or plan to do so, he said.

A 'National Tragedy'

This year, tuition for undergraduates averages \$2,137 at public four-year colleges and \$1,022 at public two-year colleges.

Higher tuition, coupled with the growing use of enrollment caps to keep costs down, will lay the groundwork for a "national tragedy," Mr. Appleberry said, "We're going to throw a lot of people on the trash heap of the underprepared" at a time when

the demand for college training is growing. he said.

Said Mr. McPherson: "The states don't seem to be able or willing to put money into preserving quality and maintaining low tuition. A major issue for the 90's is the fact higher education is not working well at

Although many public colleges will not set tuition rates until later in the year, it is clear that students in some of the largest state higher-education systems will face sharply higher costs.

In California, students at public fouryear colleges will see another year of steep increases in fees, which are charged instead of tuition. The University of California said its fees would climb 22 per cent, to \$3,036. That increase, coming on the heels of a 40-per-cent jump in fees this year, has prompted student protests, including a

Continued on Page A32

APRIL 9, 1992

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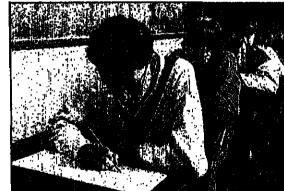
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HEALTH SCIENCES EDUCATION Graduate Schools Accused of Favoring Foreigners

this country needs more minorities moving into certain fields such as science and engineering and we need to insure support and encouragement for their graduate study," says Jules B. LaPidus, president of the Council of Graduate Schools. But I totally disagree with a good deal of his conclusions and the way he interprets and omits important

Mr. LaPidus says, for example, that while Mr. Morris reports that only 12 per cent of black Americans who earn doctorates in education received the bulk of their financial support from their universities, Mr. Morris does not mention that approximately the same percentage of white students receives

'Telling professors and academic departments

how to dole out their

support to their graduate

students is an intrusion

into universities."

most of their financial support from their institutions.

"We have to look at all the data to make fair comparisons of treatment," says Mr. LaPidus. "I see nothing in Morris's paper, the data, or any other reports that makes me believe that the number of and support for international students has a direct bearing on the number of and support for American minority

Complicated Comparisons

Mr. LaPidus also notes that comparing the source of graduatestudy support of international stublack or white—is complicated be- problem. cause international students are not eligible for federal student

chancellor for graduate programs rate issue from the presence of in-



the most racist or anti-black American might see logic in."

at the University of California at ternational students on campu Los Angeles, also finds Mr. Morris's report troublesome.

Ms. Mitchell-Kernan calls "invidious" his assumption that universities are choosing to ignore domestic minority-group members in favor of international students. She also questions any move toward a dents and American students-- legislative remedy to the perceived

"Telling professors and academic departments how to dole out their support to their graduate stu-Mr. LaPidus says the 1990 data dents is an undue intrusion into show that approximately 36 per universities," Ms. Mitchell-Kercent of black students and 32 per nan says. "If there's a sense that cent of white students indicated underrepresented minority stuthat they used federal student loans dents are being discriminated as a source of some support for against in terms of access to resources for graduate education. Claudia Mitchell-Kernan, vice- that ought to be handled as a sepa-

Jules B. LaPidus, president of the Council of Graduate Schools: "We have to look at all the data to make fair comparisons of treatment."

Members of the Council of H torically Black Graduate School which represents 35 historical institutions that grant & grees beyond a bachelor's, want link the financial support t American minority students in ceive to the amount that college and universities give to foreignale

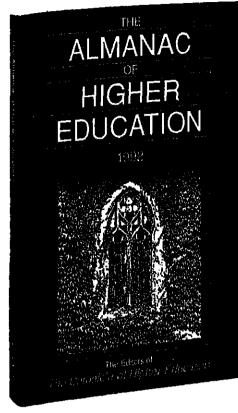
Lobbying Campaign Planned

Mr. Morris, who is president the group, says he and other con cil members will lobby state lators and members of Congress especially members of the (a gressional Black Caucus, to st port an effort to compet unive ties to provide more support lo nority students.

Members of the Council of H torically Black Graduate School also plan to bring the issue to me organizations, national higher cation associations, and black pa ticians across the country. Morris says.

"Countries and people who are likely to be our most fierce co itors in science and technology 1 being provided for by Amel universities in greater number higher percentages than our are being taken care of," Mr. M. ris says. "This is an argument even the most racist or anti-American might see logic in cause it is not only a matter of ness, but national interest, 100.

Copies of the report are availafor \$5 each from Mr. Monis Morgan State University, Scho of Graduate Studies, Coldspi Lane and Hillen Road, Baltimo 21239.



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THE UNIVERSITY OF CHICAGO PRESS

Sharp Risc Seen in Tuition Rates at Public Colleges

Continued From Page A29 hunger strike on the Berkeley campus and demonstrations on the Da-

In his budget request, Gov. Pete Wilson, a Republican, proposed raising fees at the 20-campus California State University System 40 per cent, to \$1,308. The system's trustees asked the Legislature to approve the proposal. But the request, coming after a 20-per-cent fee increase this year, has prompted fierce student opposition, and the Legislature may scale it back.

Increase in New York

At the California Community Colleges, which were free of tharge until 1984, the Legislature increased fees 20 per cent for 1991-92, to \$6 a unit up to a maximum of \$120 a year. The outlook for 1992-93 is uncertain, with proposals ranging from substantial increases

In New York, legislators are considering a budget submitted by Gov. Mario M. Cuomo that would raise undergraduate tuition at the State University of New York System by 23 per cent, to \$2,650. The \$500 increase would come on top of a \$500 increase this academic year and a \$150 increase in the spring

In Texas, tuition for undergradu-"ates at the state's four-year institutions will climb 20 per cent, to \$720 a year. Tuition for out-of-state undergraduates will rise 27 per cent, to \$4,860. In addition to tuition, mandatory fees, including studentservice, student-center, and building-use charges, will amount to

Mack Adams, assistant commissioner for student services at the Texas Higher Education Coordinating Board, said it had proposed a new approach to tuition setting that would shift a greater share of college costs to students. "It may make sense to have those who use the service pay for it, rather than have the general taxpayer pay for it," Mr. Adams said,

'A Big Political Issue'

may fall victim to budget woes. For The Legislature, which sets resi-1992-93, the Ohio Board of Regents dent undergraduate tuition, rejectwill allow public colleges and unied the proposal and voted to inversities to raise undergraduate tucrease tuition by \$2 a credit hour ition by up to 7 per cent or \$175, each year through 1996-97, "Raiswhichever is greater. That compares with a ceiling of 9 per cent or for student aid, especially for fiing tuition is always a big political issue," Mr. Adams said, "Stu-\$225 for the current academic year.

City U. of New York Suspends Activity Fee Due to Spending by Student Government

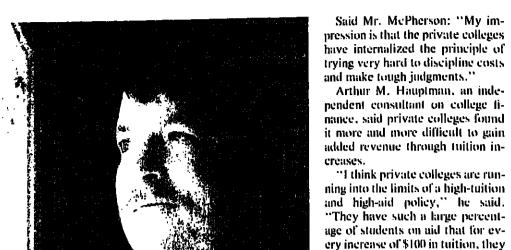
Officials of the City University lege associations on individual of New York have voted to suspend the student activity fee and suspend stipends to student-govremment officers who have been under fire for spending thousands of dollars to rent limousines and to order room service at hotels.

The \$85-per-student fee, which generates about \$350,000 for allocution by the University Student Senate, will be climinated in the fall of 1992. The CUNY Board of Trustees is also considering amendments that would reorganize col- had been mishandled.

cumpuses in an effort to insure that student fees are properly spent.

Students have criticized Jean LaMarre, president of the University Student Senate, for lavish spending, following an audit that found he had authorized the misuse of \$85,000 last year. Mr. LaMarre and eight officers of the University Student Senate received stipends totaling \$42,000 a year.

He was re-elected to his post last fall amid charges that the balloting



Michael S. McPherson of Williams College: "The current system

for financing public higher education is not working well at all."

In light of a substantial projected

charges for residents of their states

percentage increase in decades.

dation of academic programs.

Average This Year: \$10.017

not expected.

dents react and the Legislature is

Despite the steep increase,

"Texas is still a bargain," Mr. Ad-

ams said, predicting that Texas

public colleges would remain

among the least expensive in the

nation for both resident and non-

"Colleges know the

public, and they

concern among the

are doing their very

level best to keep

the increases down."

In Ohio, an effort to slow the rate

prone to respond."

resident students.

Hood College Freezes Costs

increase as they once did."

have to give \$50 to \$60 back in aid,

so they don't gain as much from an

In an effort to attract middle-income students, Hood College will freeze costs at this year's rate of \$12,078 for tuition and \$5,675 for room and board. Worcester Polytechnic Institute, which froze tuition for 1991-92, will raise it 3 per cent in the fall, to \$14,555.

At Bennington College, the comprehensive fee, which includes tuition, room, and board, will go up 2.9 per cent, to \$23,880. College officials said they had been able to keep the increase at the lowest level in Bennington's 60-year history because of the success of a \$30million capital campaign.

Other institutions that have lowered the percentage increase in tuition include Boston University, up deficit in fiscal 1993, the 7-per-cent 4 per cent, to \$16,590; Carroll Colcap may be "relaxed," according lege in Wisconsin, up 3.3 per cent, to a spokeswoman for the regents. to \$11,322; Dartmouth College, up 6.1 per cent, to \$17,334; Drew Unicent above this year's. Elsewhere, public institutions that have set their 1992-93 tuition

versity, up 4.5 per cent, to \$16,829 Muhlenberg College, up 4.1 per cent to \$15,740; and the University of New Haven, up 3.2 per cent, to

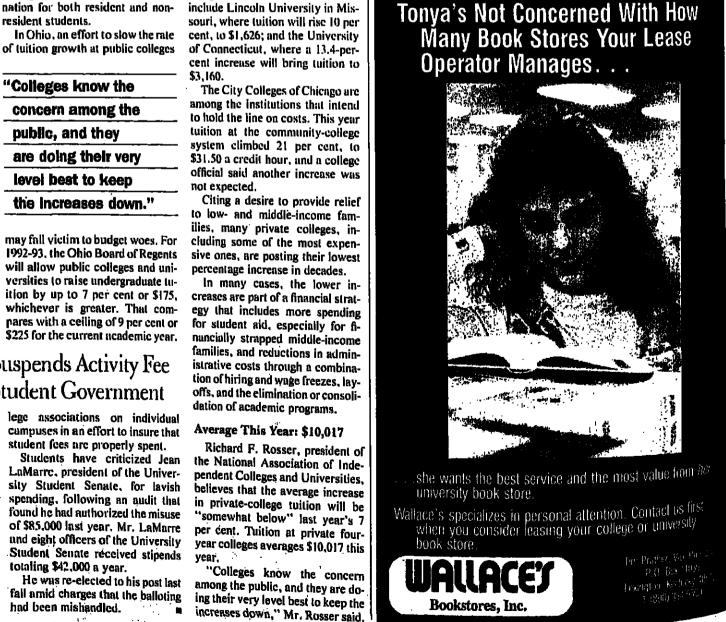
Beset by financial problems Stanford University has ahandoned its two-year-old policy of limiting tuition increases to one percentage point above the infl. tion rate. Tuition will go up 9.5 per cent, increasing by \$1.434 k

11% Increase at Wake Forest

"We made a commitment about holding down costs, but we have made a much more fundamental commitment to maintain the qualty of a Stanford education," said James N. Rosse, the university's provost. "We have found that we can no longer meet both of those commitments at once."

At Wake Forest University, an 11.1-per-cent increase will bring tuition to \$12,000. For the last seceral years the university has loll students to expect percentage increases in the double digits as par of a plan to raise faculty salaries and financial-aid spending. Fuuc tuition increases will probably be smaller, according to a university spokesman.

Other private colleges that have set 1992-93 tuition include the fdlowing: Brown University, up 69 per cent, to \$17,384; Le Moyn College, up 7 per cent, to \$9,65 and the University of Chicago, up per cent, to \$17,061. At Middle bury College the comprehensive fee, which covers tuition, room and board, will be \$22,900, 8 pt



Baseball coaches, players, and parents of athletes are pleading with the National Collegiate Athletic Association to "keep our coaches; our games; our practice sessions; and our sholarships," which they say have been unfairly cut. Their plea comes in a letter wilten by Ron Polk, Mississippi State University's baseball coach, w the NCAA's presidents' commission. The letter, Mr. Polk says, is intended to let the commission and others know that

they believe the rule changes the paget has supported over the last several years as part of its reform movement have hurt baseball. Mr. Polk says in the letter that baseball players and coaches were not consulted about the changes and that baseball is not one of the

"guilty parties" toward which the reforms should have been directed. The reforms, most of which were passed at the NCAA's annual meeting in January 1991, limit the number of coaches, scholarships, practice time. and games for all Division 1 sports. Coaches in other sports argue that

most of the problems in college

sports are in football and basketball Mr. Polk has sent his letter to the 273 Division Linstitutions that play baseball, hoping that members of the teams and supporters of the sport will sign the letter and write to commission members and to the media. The Chronicle has received letters from athletes or parents of phletes at about 20 colleges.

Pete Dunn, the buseball coach at Stetson University, says his players signed and sent the letter to the mmission because they feel they are being unfairly punished. "We feel strongly that baseball has been clean with none of the kind of violations that are prominent in other sports," he says, "We skouldn't be adjudicated on the

basis of transgressions of other payers in other sports." Ted C. Tow, a spokesman for the RCAA, says the interests of those in asebali and all other sports were taken into account before the recent mile changes and continue to be a Anaideration for the association. He says, however, that the baseball coaches and players would do better by taking their concerns to the

presidents of their own institutions. "If they have a message, it needs to go through the home campus." Mys Mr. Tow. "It is their presidents and representatives that are young on these issues."

Officials at both the University of Rhode Island and University of Rhode Island and Brant College have appointed bases to look into allegations of stabling on campus and mains that players on the men's baseball team may have bet on biscollegiate games.

Dipart College has dismissed one baseball player from its team and besteaded four others, pending an allegated four others, pending and allegated four others, pending an allegated four others. the student who has been the college.

Athletics

Business as Usual at Las Vegas: Dramatic, Bitter, Ultimately Ambiguous

Campus still split by rift between president and coach

By DOUGLAS LEDERMAN

LAS VEGAS

Last week was just your average week in the epic story of Coach Jerry Tarkanian and the University of Nevada at Las Vegas, which means it was dramatic and bitter, yet ultimately ambiguous.

UNLY's basketball team played its final game of the season, concluding with an emotional goodbye tribute that brought tears to the eyes of the coach and many of his nearly 19,000 admirers in the stands.

Yet at week's end, Mr. Tarkanian's buttle of wills with the university's aggressive and popular president, Robert C. Maxson. was far from resolved, and the coach was still in his office.

Both Camps Stand Firm

The two men and their supporters have clashed in recent weeks with all the antagonism, barsh words, and threats of a Wild West showdown. It is exactly the kind of direct confrontation that many people here had feared for years and desperately hoped to avoid, and it has deeply divided the university and this city.

Both camps-Mr. Tarkanian, his crew of lawyers, and his brash band of boosters; and Mr. Maxson, his administration, a group of prominent Las Vegans, and most of the faculty-stood firm last week.

Mr. Tarkanian restated his plan to reseind his resignation and declined comment on speculation that he might sue to keep his job. He requested an independent investigation into his charge that the university had sabotaged his program, and said he might run for a position on the Board of Regents.

Mr. Maxson said he did not believe an outside inquiry was needed, and said the controversy must not be permitted to drag on. He also vowed that Mr. Tarkanian's days at UNI.V are over.

No one-including most of the coach's supporters-doubts that that's true. What is not clear, however, is whether Mr. Tarkanian will succeed in taking Mr. Maxson down with him. Ultimately, both of their fates rest in the hands of the University of Nevada's nine regents, who have agreed to hold a closed personnel session with Mr. Maxson this week to discuss the basketba

While its chairwoman, Carolyn Sparks, wholly supports Mr. Maxson, the coach has some backers on the board.

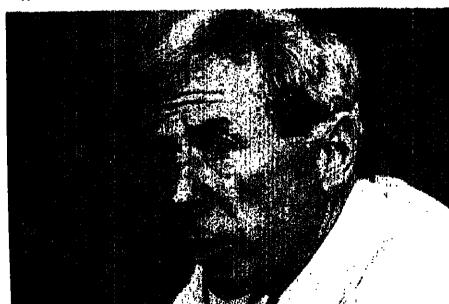
Secn as a Powerful Litmus Test

College sports officials around the country are watching the events here closely. Many of them view UNLV as a powerful litmus test of the ability of individual college presidents to bring their sports programs under control.

While the dispute here has been inflamed by many years of history and hard feelings, by strong personalities on both Continued on Following Page



Jerry Tarkanian leaves the court after the last game of the regular season: "If I stepped away, all this would have been swept under the carpet."



President Robert C. Maxson; "I knew very early on that business as usual in basketball was in conflict with the academic goals I had for this university."



Showdown Between Coach and President Splits Las Vegas Campus

Continued From Preceding Page flashiness and bluster of Las Vegas, they say, the issues at its core exist anyplace where there's a very powerful coach. Such coaches are not in short supply, they note.

While many administrators, professors, students, and others at UNLY recognize the national implications of the conflict, they have more personal concerns, as well.

Students worry that the infighting will diminish the value of their degrees. Faculty members are tired of having UNI.v's growth and slowly improving academic standing overshadowed by the constant noise about basketball. Just about everyone is dreading the next outlandish statement or damaging allegation and wondering: When will all this end? And what shape will --- the university be in after what Mr. Maxson calls "a fight for the soul of the institution"?

"This young institution is at a crossroads," the president said in an interview last week. "The citizens in this community are going to coaches viewed any kind of superhave to decide whether they want a serious institution or not. Or is it going to be what we've been accused of before: a basketball team with a university attached?"

Highest Percentage

If the soul of UNLV is at stake, Mr. Tarkanian and Mr. Maxson both see the devil in the other.

Mr. Tarkanian's past is well documented. He took over the univer-

Intercollegiate sports at Rice

University have operated millions

of dollars in the red in recent years

and have lowered the institution's

academic standards, according to a

In a report, however, the panel

praised the sports program for its

'high integrity, honesty, and strict

adherence" to the rules of both the

university and the National Colle-

giate Athletic Association.

Consensus Hard to Reach

fessor who headed the panel.

hard it is to come to a consensus,"

said King Walters, a physics pro-

While the panel did not offer rec-

ommendations to a faculty com-

mittee that will review its report

options, including abandoning in-

tercollegiate sports altogether or

moving Rice to a level of competi-

tion in which no scholarships

A year ago, Rice's president

would be offered.

this month, it said it had considered

campus panel.

Panel Criticizes Rice's Sports Program

but Praises Its 'Integrity and Honesty'

gram in 1973 and made it a winner. A victory in his final game last week gave him the highest winning ground legend, which Mr. Tarkanpercentage of any coach in college basketball history.

No one at UNLY denies that the basketball program has enticed Las Vegans to the university and spread its name nationally. But the team has struggled as much off the court as it has thrived on it.

letic Association plagued the pro-

gram during the coach's first dozen

years here. That was allowed to

happen because the basketball pro-

gram was an "island unto itself,"

beyond the reach of academic ad-

ministrators, said Joseph (Andy)

Fry, a professor of history here for

visory authority as the enemy."

view-Journal published photographs of three Rebel players with Rules violations, serious ques-Richard Perry, a man who'd been tions about the academic qualificaconvicted of fixing sporting events. tions of his players, and Mr. Tar-That damaging report spurred kanian's legendary legal battles new discussions about Mr. Tarkanwith the National Collegiate Ath-

an illiterate New York City play-

ian calls "my biggest mistake." It

eventually led Mr. Maxson to re-

quest an NCAA investigation, and

that inquiry led the association to

charge UNLV with nearly 40 viola-

Last June, the Las Vegas Re-

ian's future. After weeks of negoti-

tions, which are still pending.

sity's second-rate basketball pro- around the basketball program's mously condemned the videotap-1987 recruitment of Lloyd Daniels, ing.

that universities are about," says John Unrue, the senior vice-president and provost.

Mr. Tarkanian claims the taping was part of a broader conspiracy to undermine him and his program, The final step of the smear campaign, he argues, was a report last month in the Review-Journal, which he blames on UNLV officials, that the Justice Department was investigating possible point shaving by players. Mr. Tarkanian vehemently denies the allegation and says he will not leave the university

"This young institution is at a crossroads. The citizens

in this community are going to have to decide

whether they want a serious institution or not."

over 15 years. "All the other presidents either were very close to the program, or it was somehow part of their undoing. The boosters and would allow him to stay on through the 1991-92 season before retiring as basketball coach and relinquish-Mr. Maxson and many of his ing the tenured faculty position he supporters say they now believe

that a confrontation with Mr. Tarkanian was inevitable from the day the president arrived here in 1984. 'I knew very early on that business as usual in basketball was in conflict with the academic goals I had for this university," Mr. Max-

"I really felt good about resign-The first major clash revolved ing at the time," Mr. Tarkanian said last week.

Evidence of a Blunder

life, alumni affairs, academics, and part by widespread discussions on the campus about whether the university belonged in Division I-A of the National Collegiate Athletic Association—the highest level of competition. With 2,800 undergraduates. Rice is the smallest Di-sports officials for information that vision I-A institution in the counthese charges.

\$3.7-Million Deficit Seen

university finances.

It also said that academic standards and graduation rates for Rice The 140-page report provides a detailed financial picture of the athathletes were "far higher" than those of other universities in Rice's letics program, including a projected \$3.7-million operating deficit athletic conference, and that the university's expanditures were this year. It notes, however, that "reasonable" for its level of com-Rice spends less on athletics than most of the other institutions in its

It said, in addition, that the panel was "particularly disturbed by the consistent denials that workouts disproportionately high incidence were taking place and fearful that rate of Honor Code violations any revelations of illegal practices among scholarship athletes."

port provided a positive look at Mr. Grgurich's lawyer, UNLV offisports at the university.

asked three professors, a universi-

was given in his early years here.

The resolution seemed more harmonious than anyone here could have hoped for: Mr. Maxson would get the chance to build the kind of basketball program he wanted, and Mr. Tarkanian seemed genuinely relieved to have it all end.

But Mr. Tarkanian says it has become clear to him now that university officials orchestrated the events that undermined his program and forced his resignation. He accuses the former interim athletics director, Dennis Finfrock, of leaking the Perry photographs to the newspaper. He says university officials hired students to spy on the basketball program, and contends that Mr. Maxson asked UNLY would do the coach in. He has provided no solid documentation for

But there is incontrovertible evidence of a blunder by UNLY officials: October's clandestine videotaping, through an air duct in the gymnasium, of a conditioning class taught by Tim Grgurich, Mr. Tarkanian's top assistant.

UNLY officials say that Brad Booke, an assistant general counthe program can't be cleaned up. The panel found that while ad-"Athletics is a very emotional is- mission standards and graduation videotaping because he was con- have its say," said Warren W. rates for scholarship athletes had cerned by reports that the 13 bas- Burggren, who became chairman improved over the last eight years, ketball players in the class were of the biology department in Januthey were still much lower than for practicing illegally before the start ary after 14 years at the University of the season. They say Mr. Booke of Massachusetts at Amherst. "It was frustrated by Mr. Grgurich's would destroy a program already

dent of UNLY's fund-raising foun-Bobby May, Rice's athletics di- under investigation for dozens of most prominent supporters, exdation and one of Mr. Maxson's rector, said that, over all, the re- charges. He showed the tape to pressed great confidence 18 months ago that UNLY's business cials say, hoping the evidence community would rally around Mr. He said that moving Rice to a would end the practices. But in- Maxson in any potential conflict lower competitive level or cutting stead the lawyer released the tape with the basketball program. Now ty trustee, a student, and an alum- out intercollegiate sports alto- to the media, and "Camscam," as she seems disappointed that Mr. nus to examine the relationship of gether would not be viable alterna- Mr. Tarkanian calls it, was born. Maxson's fans in the area have

ations, the coach and university of- until "the truth comes out" about ficials reached an agreement that how his program has been treated.

"If I stepped away, all this would be swept under the carpet," Mr. Tarkanian said at a press conference at Piero's, a restaurant owned by one of his biggest boosters. It looks like a shrine to UNLV basketball, with pictures of past players everywhere and a street sign that reads "Tarkanian Way."

Academic Progress Questioned

Mr. Tarkanian's plan to rescind his resignation cranked the intensity here to a fever pitch. The coach's supporters were given time to air their grievances at a regents' meeting, where one booster suggested that the university's name should be changed to "Tark the Shark." T-shirts and bumper stickers proclaiming "Keep Tark/ Fire Maxson" are prevalent, and a song by the same name got heavy airplay on radio stations here last week. A report circulated by boosters questions UNLV's academic progress under Mr. Maxson and argues that UNLV's basketball players graduate at a higher rate than other students. Campus officials say the data are faulty and show nothing of the kind.

Mr. Maxson's supporters have become energized, too. Staff members held a pro-academics rally last month, and the faculty senate overwhelmingly adopted a resolution expressing confidence in the president. This week the senate will debate a resolution urging UNLV to abandon basketball for two years if to see what we're going

"The faculty has just started to has decided, 'Let's not, by being

passive, not be counted." Elaine Wynn, the former presi-—DEBRA E. BLUM University officials have unanibeen so quiet in recent months, al-

Dispatch louder bell ringing," she said. "B. l think people who are educated

lowing Mr. Tarkanian to boart-

without much dissent-that

who understand why this co

needs a good university, will to

derstand what needs to happen

'Inherent Governance Issue'

The regents, she and others so

"UNLY is testing an inher

governance issue: whether pre-

dents can get control of athler

programs, so they operate not be

within the letter of the law but !

spirit of the law," said James F

Frey, a UNLY sociology profess

who has written extensively enco

If Mr. Tarkanian were to out

the president—or if the control

sv were to force Mr. Maxsonfic

his job—the consequences for the

university's reputation would

devastating, observers here say

sity president would be one of the

worst things that could ever be

pen." said Douglas Unger, anou

ist who left Syracuse Univer

last year to help establish an im

nationally oriented master's

some other places."

"People who have date

speak out about our activities

tercollegiate athletics have

their physical well-being the

ened, and their careers have be

icopardized," said Mr. Unne.

provost, who said he had be

threatened when he headed as

quiry into the recruitment of Liga

Ms. Sparks, the regents'

woman, is among those targets

Boosters have announced a red

campaign to oust her from i

board. Ms. Sparks, who is also

ketball program, insists that

board will not cave in to pres

"We will not be intimidate

bullied by people outside the

tution who have no interest

"The whole country is wal

PEOPLE IN

ATHLETICS

soever in the academic prop

UNLY," Ms. Sparks said.

Robert L. Case, athictics dir

of the division of health and kin at Sam Houston State U. has a his duties as director, effective has bother, football coach at Moril Dava Dolon, football coach at Moril Co-linear and the state of the

Daya Dolch, football coasts dire College, also to athletics dire William Enockson, athletics Morningside College, to speci

College, lo roction college.

Valley College.

David T. Nelson, athictics directorials fessor of physics at Luther College, announced his retirement as director fective August 31.

Tom Shupe, athletics director at With State U., has resigned.

Richard Tamburo, athletics director of Missouri at Columbia, has resigned.

from basketball fanatics.

long-time contributor to the by

Daniels in 1987.

"To let a coach depose a unio

lege-sports issues,

must support Mr. Maxson ov

Mr. Tarkanian.

"I had hoped there would be

city is in his corner.

Voters in Switzerland have rejected a proposed ban on scientific experiments using mimals, but researchers there say increasingly tight restrictions are causing an exodus of biomedical scientists from the country. In the referendum, 56 per cent of the voters rejected the ban, which had been introduced by unimalrights activists. Unlike a much harsher proposed ban that had been rejected five years ago, the latest would have tightened existing restrictions but allowed researchers, in many cases, to obtain special remission for their work. Still another proposed ban is expected to be put before voters by the end of next year under Switzerland's system of direct

Researchers say that the pressure from Switzerland's animal-rights activists has caused the country gradually to adopt the world's strictest controls on research involving live animals.

gram in creative writing here. "The pharmaceutical industry such a decision were to has already decided to move made, academics here say, it mid abroad," with its extensive animal be traced in part to the threats experimentation for the safety of new critics of the basketball prop drugs, says Peter Autonried, have received over the year director of animal resources at the warnings, Mr. Unger noted.th University Hospital of Zurich. "are probably taken a little pe He says administrative obstacles seriously in Las Vegas the i

locarrying out animal experiments in Switzerland mean that "ambitious researchers essentially will have to heave the country." The end result, he adds, will be a shift in Switzerland's respected research interprise to such areas as wertebrate biology and

The growing restrictions "will really make biomedical research take different direction in witzerland," he says.

After threatening to strike if is demands for a salary increase were not met, the faculty union of the Autonomous University of Mexico, commonly called UNAM. accepted a relatively small increase athe 11th hour.

The Autonomous Association of Academic Personnel of UNAM had been seeking a 38-per-cent raise for ils members. Instead it got a 13-percent raise plus a 3.5-per-cent deferred increase.

Ironically, the union had reviously rejected the very offer it inded up accepting, and had hreatened to strike just one week tulated and agreed to take the university's terms. Some educators were not surprised at the turn of events, since the union was established by university anthorities and its commitment to the

matructors' interests is sometimes

Another possible factor in the decision to accept the 13-per-cent figure was that UNAM has still not raised student tuition, currently six cents a semester, although officials and announced they would do so (The Chronicle, January 8). The union had hoped that a tuition increase would be used to give instructors a more substantial raise.

International



South Africa's President F. W. de Klerk: "Any effort to return to what has falled will be signing the death warrant of hope for you, the youth of South Africa."

South African Students Urged to Participate in Referendum on Dismantling Apartheid

By LINDA VERGNANI

CAPE TOWN South Africa's President F. W. de Klerk told students at the University of Stellenbosch last week that they would be deprived of a future if his government's moves toward a racially integrated democracy were abundoned.

"Any effort to return to what has failed will be signing the death warrant of hope for you, the youth of South Africa," the president told a gathering of 1,500 on the cumpus of the university that is known as

"the intellectual home of Afrikanerdom." Political and campus leaders who support the president as well as those who oppose his reforms are urging students in South Africa to play an active role in this month's referendum to determine whether the government should continue its efforts to dismantle apartheid.

Mr. de Klerk was given an enthusiastic reception at Stellenbosch as he began the first leg of a whirlwind campaign for a Yes vote in the whites-only referendum, Voters will be asked if they support "continuation of the reform process aimed at a new constitution through negotiation." It is assumed here that any new constitution would include, among other things, provisions granting blacks political representation and the right to vote.

Warning of 'War and Terrorism'

A decisive victory by the right-wing Conservative Party in by-elections in the university town of Potchefstroom last month led Mr. de Klerk to stake his political future on the referendum. The president, whose National Party has controlled the government since 1948, has warned voters that they must support his reforms and a negotiated sharing of power with blacks or face a future of "war and terror-

ism." He has pledged to resign if the referendum fails.

Many academics here say that a No vote on March 17 would lead to a reinstatement of the academic boycott against South Africa, the withdrawal of foreign investment, and a resurgence of political violence.

"I'm sure that if white South Africa Continued on Page A37

U.S. Plans Fellowships for Graduate Students From Former U.S.S.R.

Congress backs program to aid 160 Benjamin Franklin Fellows

By PAUL DESRUISSEAUX

The prize was a fellowship for up to two years of graduate or professional study in the United States. Last week in Muscow, more than 1,000 young Russians turned out to pick up application forms on the first day they were available.

Next fall 160 successful applicants, all of them citizens of Russia or other former republics of the Soviet Union, will be on U.S. campuses as members of the first class of Benjamin Franklin Pellows.

The details of the program, which has won \$7-million in support from Congress for each of its first two years, were announced here by the United States Information Agency, which is coordinating the

The fellowships will be awarded for graduate study in business administration. economics, law, and public administration. A candidate must be under 40 years of age, a college graduate, fluent in English, and a citizen of Armenia, Azerbaijan, Bclarus, Estonia, Georgia, Kazakhstan, Kyrgyzstan, Latvia, Lithuania, Moldova, Russia, Tajikistan, Turkmenistan, Ukraine, or Uzbekistan. All 15 countries will be represented in the program, as the fellowships will be distributed across the region and among the four fields of study.

The program was made possible by legislation sponsored by Sen. George Mitchell. Democrat of Maine, and other members of Congress and incorporated in the

Continued on Following Page

Students Step Up Their Efforts in the Fight to Lift Ireland's Laws Against Abortion

By JOHN WALSHE

Student groups in Ireland have stepped up their campaign against laws that prohibit abortion and the distribution of informa-

tion about it. The students took their protest to the streets last month when a judge issued an injunction preventing a 14-year-old girl, who said she had been raped, from traveling to England to have an abortion.

Maxine Brady, who is president of the Union of Students in Ireland, said that when the injunction was announced, manypregnant women had sought advice from her organization. "They were worried that they might be prevented from leaving the country as well," she said. The student group contends that pregnant women should be given access to information about abortion.

Clause Added to Constitution

The Supreme Court, Ireland's highest legal authority, has told student organizations that they cannot provide information about abortion-not even the telephone numbers of abortion clinics in Britain.

Abortion has been against the law here

since a clause was added to the Constitution in 1983 that asserted the "right to life ... of the unborn."

Last month, however, one judge's interpretation of the law led him to declare the

ireland's Supreme Court has told student organizations that they cannot provide

information about abortionnot even the phone numbers

of abortion clinics in Britain.

14-year-old girl should not be allowed to leave the country for the purpose of having - >an abortion.

Estimates by the Union of Students and other groups here indicate that more than 4,000 Irish women a year go to England for abortions, and the law usually turns a blind eve. In the case of the 14-year-old, however, the police were first consulted by the girl's parents, who wanted to know if tis-

Continued on Following Page



investment on the part of the U.S. score to the United States on J

director of the American Council Meline C. O'Connell, chief of

of Teachers of Russian/America reusia academic-exchanges divi-

Council for Collaboration in Edu Fred under which the new program

ention and Language Study. The full operate, said the visu restric-

group is one of four U.S. academ has would overcome any con-

ic-exchange organizations selected kans that the program would con-

to administer the program. The houle to a brain drain from Russia

others are the Institute of Internal adolher former Soviet republics.

Bryn Mawr College and executive Issuiding a Brain Drain

aset up student-counseling of-

which applications can be ob-

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dr. fellowships will be awarded

rno-year courses of study lead-

1:10 a degree, and for one-year,

Ladegree programs. All fellow-

Six will include an 8- to 12-week

emship with an academic or

wo that will be good only for the

The program is designed to

esaid, "and as with all our ex-

nges, including the Fulbright

karam, participants are required

isport the economic and demo-

em of their fellowship.

Antiseveral cities in the region,

U.S. Will Award

New Fellowships

for Graduate Work

Continued From Preceding Pace

Foreign Relations Authorization

Act for 1992-93. The legislation's

nurpose is to support the economic

and democratic development of the

in building democratic institution

in the whole region," said Dan De-

vidson, a professor of Russian a

"This represents an

intelligent Investment on

the part of the U.S.

in building democratic

Institutions in the

whole region."

"This represents an intelligent

15 countries.

The government of Prime Minister Brian Mulroney has stunned higher education with its announcement that the Science Council of Canada and a score of other independent advisory agencies will be dismantled as a costsaving measure.

The surprise news was included in the federal budget, released last month. The budget also included a long-expected measure to crack down on university graduntes who detault on repayment of their student loans.

The elimination of the advisory agencies has strong political overtones. With an election expected next year, the Conservative Party government appeared to be reacting to the right-wing Reform Party, a staunch critic of big government. Moreover, the agencies, government financed but politically independent, were among Ottawa's peskiest critics.

With a \$3-million (Canadian) budget, the Science Council has offered advice on a wide range of public-policy issues affecting science and technology in the country, from new school curricula to industrial innovation. The council regularly needled Ottawa for its lukewarm support for research and development.

Canadian universities are fighting the government's plan and, if test the willingness and ability of

tions have their way, the Science TORONTO Council will not disappear.

"It's going to be a challenge to universities" to keep the council going, says McMaster University President Geraldine Kenney-Wallace of the behind-the-scenes campaign to save the agency. Ms. Kenney-Wallace, a former chairman of the Science Council, says something needs to happen "in the next few weeks" if the agency-or something like it-is to have a future.

"We need to do something new and innovative," she says, and suggests a model along the lines of the U.S. Office of Technology Assessment that would provide some "strategic intelligence" for

Brookings Is Possible Model

Currently, no Canadian university is a leader in science-policy research. Without the Science Council, Canada would lose its only independent science and technology policy adviser. The council's present chairman, Janet Halliwell, is promoting the idea of a not-for-profit research institute, supported by industry and the provinces. She cites the Brookings Institution in Washington as a possible model.

If efforts to save the Science Council as an independent entity succeed, the organization may some research-oriented institu- universities, industry, and the

provinces to collaborate in an era of scarce resources.

The federal budget also introduced a measure to crack down on university graduates who default on their government loans. In the future, the government will seize the income-tax refunds owed to graduates and apply the money to the outstanding balance on their student loans. Now about one in every five studentloan recipients fails to pay back loans under the federal program.

Among other steps to raise revenue, the government will charge higher interest on student loans and compute interest from the day of graduation instead of six

Students did receive one piece of good news: The government has decided to eliminate a 3-percent tax on student loans. But federal cash-transfer payments to the provinces for postsecondary education remain frozen, leaving about \$250-million less in 1992-93 for support of higher education.

The fallout from recent provincial cutbacks is now being felt by would-be university students in Ontario. According to data collected across the province, which is home to the largest student population in Canada, more highinces when statistics on applica- trol spending.

tions are released over the next several weeks.

Applications from Ontario high-school students rose 2.5 per cent this year, to 57,000, with demand from adults and transfer students up 6.5 per cent, according to the Ontario Universities Application Center.

Fewer First-Year Places

The 16 Ontario universities predict they will have some 3,000 to 4,000 fewer first-year places next fall, and they put the blame on the provincial government for not providing enough financial support. The University of Toronto will admit 12 per cent fewer dudents next year, compared with cuts of 10 and 16 per cent at the University of Waterloo and Wilfred Laurier University.

"The impact of the recent gov ernment funding announcement of only a 1-per-cent increase in operating grants is that the reduced intake has to be maintained for the fall of 1992," said Leonard Conolly, associate vice-president of the University of Guelph. where first-year enrollment will be cut by 20 per cent.

Richard Allen, Ontario's Minister of Colleges and Universities, discounts the institutions' school graduates will compete for dire predictions. The universities fewer first-year places in higher and the minister have been spareducation this year. The trend is ring for months over the impact of expected to be seen in other prov- the government's efforts to con-

back to their home countries to the Charlton, vice-chancellor of the benefits of the latest America acially open University of the Wittraining," added Mr. Davidse watersrand. "Many will assume leaders;" "I would expect our academic roles upon their return home, a bolation to be reinforced," he addfuture policy makers in local and ed, "and the universities will suffer nutional governments, educate inquality very seriously." and the emerging private sector."

Mr. Davidson said he expects! light-Wing Campaigns

there would be 20,000 applicate to some Afrikaans-language for the 160 fellowships, and about cappases, which until recently 2,000 would be asked to submit the had an almost exclusively academic and English-language that enrollment, right-wing contesting. Franklin Fellows will be carried as a campaigning vigor-selected on the basis of test score, healy for a No vote and the return academic excellence, and person segregation interviews. Mr. Davidson's organ whether and zation is the principal administration before wanting to help and tor of the program and, with HE is responsible for all on-site reconing, interviewing, testing, and of English Universities Fend Off Effort to Give Education Secretary More Power entation of candidates. The Life English English Universities Fend Off Effort to Give Education Secretary More Power cil., which was established liam Fulbright Foreign Scholarship Board will oversee the program

proper accountability for is held.

The Franklin Fellowships, she

government education effort in the graduate students had come to the program, the numbers were never 1990, for example.

Ms. O'Connell said the USIA hoped that American universities as well as other U.S. organizations and businesses would help support the program through tuition waivers and internships. "We're hoping this will augment and enhance the program," she said. "But we are prepared the use the full \$7-million authorized for this year and next."

Pamela Snyder, administrator of the fellowships at the American Council of Teachers of Russian, said the program would hold benefits even for those not selected. "Approximately 10 candidates will be tested and interviewed for each fellowship," she said, "and the process may provide even unsuccessful candidates useful experience which may contribute to their

ad in running the program to go back home, where they can nut to use what they've learned."

added, were the "first major U.S. former Soviet Union." While some United States under the Fulbright very large—only two did so in

applications to other programs."

Australia Plans Big Expansion in Vocational Training

By GEOFFREY MASLEN students.

> Prime Minister, Paul Keating, as part of an ambitious \$1.7-billion spending package to try to revive the nation's ailing economy. Mr. Keating said the federal gov-

vocational training.

Australia's TAFE system is the larger of the two postsecondary ed- Australian Prime Minister ucation sectors and now enrolls nearly a million students. It pro- \$1.7-billion plan to revive vides para-professional, technical, the nation's alling economy

and technological diplomas and MELBOURNE certificates. But TATE colleges are The Australian government will a state responsibility, and they spend \$750-million (U.S.) over the have been left behind in the huge next three years on postsecondary expansion of the federally supporteducation and training programs to ed higher-education system over create an extra 120,000 places for the past 10 years.

The plan was announced by the

ernment would take over full financing of "technical and further education"-known here as TAFE -- from the states to create an expanded system of vocational-education institutes. The plan represents a shift in government emphasis away from higher education to what the Prime Minister called "the weak reed" of technical and

Paul Keating has announced a

Mr. Keating said the federal gov- . ernment would allocate more than \$525-million between 1993 to 1995 to upgrade the technical and further education system and insure a sustained increase in student participation. An immediate infusion of about \$30-million would create an additional 10,000 vocas tional-training places starting in

Severe Overcrowding

An extra \$15-million would be allocated to new construction at universities over the next 12 months. to be matched by \$20-million from the institutions themselves. Most universities experienced severe overcrowding last year and have had to cut back on enrollment this year despite a huge surge in student

Under the new plans, state and 35% territory governments will retain responsibility for TAFF management and administration, while the federal government will take over the control and financial support

South African Students Urged to Participate in Referendum on Abolishing Apartheid

support us," said Anre Vorster, a particularly proud of a carnival affirmative action on the campus four Conservative Party support-

ums its back, in this referendum.

or regoliating its way out of apartbeid and into a democratic future. Research and Exchanges Boul than the reaction of the rest of the and the Soros Foundation. | will be even more extreme "Franklin Fellows will bir than in the recent past," said Rob-

University of Pretoria student and chairman of the campus branch of the Conservative Party, "Our organization on campus is much better than the National Party's."

Based on a survey of residents of campus dormitories, Mr. Vorster said he believed that of Pretoria's students who had made up their mind on the question, about 55 per cent supported the National Party and 45 per cent the Conservative Party. However, a substantial

number are still undecided. Mr. Vorster was among about 40 University of Pretoria students who went to Potchefstroom last month to help campaign for the Conservative Party. He said students had campaigned house to house in the region and played a critical role in the Conservatives'

victory there. The Pretoria students seemed

float they built, which was parked that in the end it's almost ludioutside a Potchefstroom polling crous." place, showing the Convention for Frankenstein. The convention, re- would no longer be admitted to the ferred to here as codesa, is the multiparty forum in which South

Threat of 'Chaos' Scen

Mr. Vorster said he believed President de Klerk's education policies would cause "chaos," and that integration at schools and universities already had led to a lower-

ing of standards. As an example, he cited the decision by the University of Pretoria medical faculty to reserve 20 places for black students this year. "regardless of whether there are white students who have better

If the Conservatives came to a Democratic South Africa as a power, Mr. Vorster said, blacks

University of Pretoria. Graham Maitland, a fourth-year Africa's political future is being ne-student at Pretoria who cannot vote in the coming referendum be-

cause he is black, said the mood on the campus was tense. There's basically a type of cold war between the Conservative Partv and the National Party," he

said, "with lots of pamphlets and counter pumphlets brought out by tressed by the racist remarks he had heard on the campus since the referendum was called. He also

Mr. Maitland said he was dissaid he feared racial violence might be one outcome of the election. grades than them. There is so much Two weeks ago, he said, he saw

ers "walking openly with guns on the campus, in front of the li-

Mr. Maitland is a member of the non-racial South African Students Congress, whose officers were. scheduled to meet last week to draft a statement on the group's position on the upcoming referen-

Mr. Maitland, however, said he personally would encourage students who were eligible to votewhite students—to vote Yes, "Not a Yes for de Klerk, but a Yes for CODESA and a Yes for negotia-

tions," he said. Jaco Boonzaaier, president of the Central Students Council at Potchefstroom University for Christian Higher Education, said the council had decided against taking an official stand on the referendum because its members had not been elected on political plat-

A theology student, Mr. Boonzauier said he would personally vote Yes because he believed the reform process was irreversible. "I think the time has come to encourage everyone to partake in negotiations and try to form a settlement." he said. He added that his personal religious convictions required him to support the reform process, "I firmly believe the solution for South Africa," he said, "is not based on party politics but in the love of Christ.

Mr. Boonzaaier said he thought most members of his council would also vote Yes, mainly because they . ***-were concerned with issues like the ability of the country's athletes and teams to compete in international sporting events and foreign invest-

"Foreign countries will with-

Students Step Up Their Efforts to Lift Ireland's Laws Against Abortion

Continued From Preceding Page sue from the aborted fetus could be used in any legal proceedings against the alleged rapist. Local prosecutors were called in, and the judge was asked to issue a ruling.

The injunction caused an uproar, and students here were among the first to protest the decision. There were demonstrations and scuffles outside Leinster House, the seat of Parliament, Fortunately, from the government's viewpoint, the Supreme Court overturned the lower court's ruling, and the girl was allowed to leave the country.

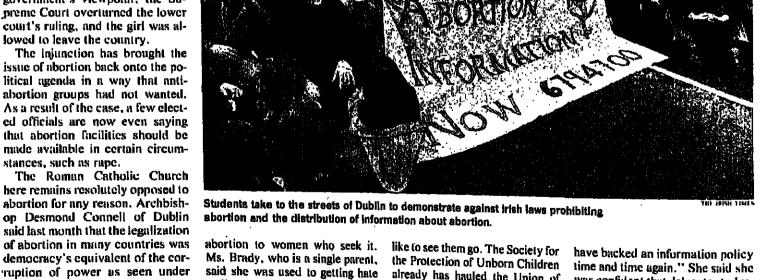
The injunction has brought the issue of abortion back onto the political agenda in a way that antiabortion groups had not wanted. As a result of the case, a few elected officials are now even saying that abortion facilities should be made available in certain circum-

The Roman Catholic Church here remains resolutely opposed to op Desmond Connell of Dublin said last month that the legalization of abortion in many countries was democracy's equivalent of the cor-Fruption of power as seen under Nazi and Communist rule.

Campaign for Repeal

The outrage sparked by the injunction has led student and other groups to join forces in an attempt to repeal the 1983 amendment.

Ms. Brady of the Union of Students in Ireland said her group was sary. continuing to provide advice about



baby murderer"-because of her eral times to try to get it to stop would reaffirm that policy. organization's view and her own distributing information about

about abortion. One anti-abortion group would Said Ms. Brady: "Our members

said she was used to getting hate already has hauled the Union of was confident that delegates to Iremail—some of it addressed to "the Students of Ireland into court sev- land's annual student congress

belief that pregnant women should abortion. The students probably volved in a separate campaign to The students also are now inhave access to information about will be back in court here soon, as make condom-vending muchines abortion. She said students in- the society says it will seek a per- available in bars and discos in Irevolved in her group's efforts were manent injunction restraining them land. The sale of condoms is now prepared to go to prison if neces- from distributing any information restricted mainly to pharmacies,

*Free and Open Competition at fought Education Secretary

Mr. Davidson said the existent sand Clarke to a draw over two of the program would "stimulated by the stand of the program would "stimulated by the stand of the program would be stimulated by the stand of the program would "stimulated by the stand of the program would be stimulated by the stand of the program would be stand to a draw over two of the program would "stimulated by the stand of the program would be stand on the program would be stand of the program would be stand on the disciplines and continued to mutual understanding." The fet ad financial affairs of individual lowships, he said, "may be the fire

At a press conference in Mo. At a press conference in proper accountability for is held.

cow to announce the new proper less finds."

New Wording eventually was call the election by July at the latstressed how the winners would be stressed how the winners would be stress petition." Local report a number in Parliament before they can the Library of Foreign Literalus

LONDON Secretary Clarke said the clauses would have given him

in the internal academic professors.

Mr. Clarke's action was taken in lowships, he said, "may be larged by the clauses are truly open, merit-based, academ's like Clarke said the clauses ment on schedule. A bill dies if it order to get his bill through Parliaselection process in the tetritodic lave given him only "reduces not pass all its stages in Parliaof the former Soviet Union. "and were needed to selection ment by the time a general election

Control Over Entire Budget

when applications became are agreed to the revi- contained in a general-purpose to the university system as a available in bars and discos in Ireland. The sale of condoms is now restricted mainly to phurmacies, and sales through vending machines are prohibited.

When applications became special to the revisions and information in a general-purpose to the university system as a contained in a general-purpose to the university system as a contain

endowment.

needs such authority in the event

Up to now the government has fairs of individual institutions; its authority and powers have related

The other clause gives the government specific powers to instruct complete authority to tell individuniversities to reduce the length of unl institutions "not only on what degree programs. Government of- to spend their money and how to ficials say the Education Secretary keep their accounts, but how and universities offer degree programs research."

cil. which was established by the government to insulate higher education from political pressure.

A former rector of Imperial College at the University of London. Lord Flowers, led the fight against the provisions in the House of Lords.

as originally worded would have given the Education Secretary what to teach and on what to do

Government officials tried to defuse the issue by stressing that the had no direct control over the afused "only in dire circumstances."

Lord Flowers, however, rejected Mr. Clarke's promise that he

Fears About Foreign Relations

ment in South Africa.



Coming Events

Continued From Preceding Page 18: Minorition, "Student-College Interview Session," Southeastern Regional Office of National Scholarship Service and and Towers, Boston, Control: 51-Ro-NSSPNS, (404) 577-1990.

Problem Solving, "Tenching Thinking and Problem Solving," seminar, Kansas State University, Denver, Contact: Center for Faculty Evaluation and Develop-ment, (800) 255-2757 or (913) 532-5970, fax 1913) 532-5637.

18-20: Adolescents. "The Troubled Adolescent: the Nation's Concern and its Response," conference. University of Wisconsin-Stout and other sponsors, San Antonio, Tex. Contact: Kim R. Falk, (715) 232-2693, (800) 45-srout, fax (715)

lites and Education," conference, West Chester University, West Chester, Pa. Contact: Nancy McIntyre, (215) 436-

18-20: Personnel. "Pre-Professional Tencher Interview Seminar," SRI Gullup, Lincoln, Neb, Contact: Cheryl T. Beamer, (800) 288-8592 or (402) 489-9000. 18-21: Disabilities and technology. "Tech-

nology and Persons With Disabilities," conference, California State University at Northridge, Los Angeles Airport Marriott Hotel, Los Angeles, Contact: Harry J. Murphy, (818) 885-2578, fax (818) 885-

18-21: Political science and sociology. 18-22: Political science and sociology.

"1492-1992: New Worlds, New Directions, and New Challenges," joint annual meeting. Southwestern Political Science Association and Southwestern Sociological Association, Hyati Regency Hotel.

Austin, Tex. Contact: H. Paul Chalfant, 1886, 74, 7400.

18-21: Popular culture. Annual meeting. Popular Culture Association, Louisville,

Ky. Contact: (419) 372-7861. 18-22: Higher education. "Educating for the 21st Century." annual meeting. National Association for Equal Opportunity in Higher Education, Washington Hilton Holel, Washington. Contact: NAFEO. (202) 543-9111.

(202) 543-9111.

29: Education. "Addressing New Challenges for Business in Education Reform: Responding to National and Local Initiatives," conforence, Conference Board, Fairmont Hotel, Chicago. Contact: Conference Board, (212) 759-0900, fax (212) 929, 2014

18: Fund relaing, "How to Develop a Successful Planned-Giving Program," seminar, Nova University, Fort Lauderdale, Fla. Contact: Nova University, Office of Fig. Contact: Nova University. Office of Continuing Education, 201 Mailman-Hol-lywood Building, 3301 College Avenue. Fort Lauderdale, Fig. 33314. • 19: Teacher education. "Educating Teachers for America 2000: a Challenge

to Higher Education," teleconference, to Higher Education," teleconference, Community College Sutellite Network, Contact: Edgar Jimenez, (202) 728-0212.
19-20: Academic advising, Regional conference, National Academic Advising Asso-

ciation, Peorar, III, Contact: Rob Bertram or Ray Zarvell, (309) 677-2420. 19-20: Academic advising. Regional confe

 19-20: Academic advantage Regional Conference. National Academic Advising Association. Saratoga Springs. N.Y. Confact: Greg Hall, (617) 891-2147.
 19-20: Business officers. "Budgeting for Academic and Student-Services Personal," workshop, National Association of Calling and University Business (fe-College and University Business Of ficers, St. Louis, Contact; NACURO (202) X61-2520.

19-21: English. "Contexts. Communitie and Constraints: Sites of Composing and Communicating," conference on college composition and communication, National Council of Teachers of English, Cincin nati. Contact: NCTE. (217) 328-3870.

19-21: International atudies. "Europe 1992: Challenges of Change," confe ence, East Carolina University, Green-ville, N.C. Contact: Martin Schwartz Department of Foreign Languages and Literature, East Carolina University, Greenville, N.C. 27858-4353,

tion: Reaping the Benefits of Rural Edu cation," conference, American Counci on Rural Special Education and Nationa Rural and Small Schools Consortium Little America Hotel and Towers, Sal Lake City. Contact: Kuy S. Hull, (405) 744-6036, fax (405) 744-6756, 19-21; Students. Annual conference on ul-

risk students. Georgia Southern Univer-sity and Southern Association of Colleges and Schools, Hyatt Regency Hotel, Savannah, Ga. Contact: John W. Miller,

L9-22: Health administration. Annual meeting, Association of University Programs in Health Administration, Omni Shore-liam Hotel, Washington, Contact: AU-

ham Hotel, Washington, Contact: AU-PHA, (703) 524-5500.

19-22: Philosophy, Meeting, Association for Symbotic Logic, Duke University, Durham, N.C. Contact: Angelika Lan-gen, Mathematics Department, Duke University, Durham, N.C. 27706.

20: Art education. "Alternative and inno vative Methods and Media," conference

vative Methods and Media," conference for art educators, Edinboro University, Edinboro, Pa. Contact: Connie Mullineaux, (814) 732-2406.

20: Education. "Men and Women: Issues of Gender and Sexuality," conference, Association for Humanistic Education and Development, St. John's University, Jamaica, N.Y. Contact: Andre McKenzie, (718) 990-1371.

20: Pund raising. "CASE Study of a Total

20: Fund raising. "CASE Study of a Total Development Effort at a Two-Year Institution." workshop, Council for Advancement and Support of Education, Harrisburg Area Community College. Harris burg, Pa. Contact: (202) 328-5900.

burg, Pa. Conlact: (202) 328-5900.

20: Japanese philanthropy. "Japan at the American Grassroots." conference on Japanese philanthropy, Corporate Philanthropy Report, Stanford, Cal. Contact: Jenny Warwick, (206) 329-0422.

20: Minorities. "Student-College interview Session," Southeastern Regional Office of National Scholarship Service and Burd for Marco Student-Bard For Marco.

PUBLIC NOTICE

National Board for

Professional Teaching Standards

Seeks Proposals for Creation of Multi-Field

Assessment Development Laboratories (ADLs)

The National Board for Professional Teaching Standards (NBPTS) seeks proposals to its (RFP) #6. Proposals are sought from colleges, universities and state and local education agencies, along with other public and private agencies, organizations, groups and individuals for creation of the Multi-Field Assessment Development Laboratories (ADLs) to develop and field test assessment instruments, procedures and supporting materials for National Board certificates of accomplished teaching in the following

Early Adolescence/Math
Adolescence and Young Adulthood/Math
Early Adolescence/Social Studies
Adolescence and Young Adulthood/Social Studies
Middle Childhood/English Language Arts, and
Adolescence and Young Adulthood/English Language Arts.

Individuals interested in submitting a proposal in response to RFP #6 should contact:

Proposals must be received by 5 p.m., Monday, May 4, 1992,

National Board for Professional Teaching Standards

RFP #6 1320 18th Street, N.W., Suite 401 Washington, D.C. 20086

A bidder's conference will be held at 11 a.m. on Thursday, March 19, in the conference room of NBPTS, located on the 5th floor of 1820 18th Street, N.W., Washington, DC 20036.

• Early Childhood/Generali

Middle Childhood/Generalist

Early Adolescence/Science
 Adolescence and Young Adulthood/Science
 Early Adolescence/Math

Fund for Negro Students. Park Plaza Inn, New Haven, Conn. Contact: (404) 577-3990. REQUESTS FOR PROPOSALS

> (209) 278-7082, fax (209) 278-2006. 221: Geolinguistics. Meeting, American Society of Geolinguistics, Columbia University, New York. Contact: Jesse Levitt, 485 Brooklawn Avenue, Fairfield.

22t Admissions. College fair, National Association of College Admission Counselors. Indianapolis Convention Center, Indianapolis. Contact: (703) 836-2222, fax (703) 836-8015.

(703) 830-8013.

221 Personnel. "Maximizing Staff Development and Training While Minimizing Costs." professional-development program, College and University Personnel Association, Back Bay Hilton Hotel. Boston. Contact: Lucia Cretella or Karen Simon. (2021 429-0311), av. 6.

Ronna Love, (303) 491-5151.

22-27: Continuing education. "Leadership institute for Continuing Professional Education," Harvard University and Pennsylvania State University, Cambridge, Mass. Contact: (617) 495-3572.

23: Student-aucocese courses. One-day seminar on student-success courses, College Survival Inc.. Detroit. Contact: csi. (800) 528-8323, fax (605) 343-7553.

23-24: Higher education. "Assessment and Curriculum Reform," conference, George. Mason University, Virginia Beach. Contact: (703) 991-2090.

20: Testing. "Improving College Testing." seminar. Kunsas State University. Den ver. Contact: Center for Faculty Evalua tion and Development, (800) 255-2757 o (913) 532-5970, fax (913) 532-5637.

20: World's Fairs. Symposium on World's Fairs. Smithsonian Institution. Washing ton, Contact: World's Fairs Symposius Smithsonian Institution Libraries, NHB 24M7, MRC154, Smithsonian Institution, Washington 20560.

> March S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28

29 30 31

20-21: Assessment. "Documenting Educational Effectiveness: a Values-Based Ag proach Linking Vision and Assessmen workshop, Marian College, Hyatt-Regen ey Hotel, Chicago. Contact: Internation al Values Institute, (414) 923-8140, fa

(414) 921-8228. 20-21: Personnel. "A Complete and In-novative Approach to the Employment Function for Smaller Colleges." professional-development program, College and University Personnel Association, Back Bay Hilton Hotel, Boston, Contact: Lucia Cretella or Karen Simon, (202) 429-0311. ext. 6.

0311, ext. 6.
20-21: Philosophy. "Power and Gender," conference, Radical Philosophy Association, Baltimore. Contact: Philosophy Department, Morgan State University, Baltimore, 2013. timore 21239. 20-21: Reading. "Reading the World: Mul

timedin and Multicultural Learning in To-day's Classrooms." conference, Clare-mont Graduate School, Claremont, Cal. Contact: Philip Dreyer, (714) 621-8287. Contact: Philip Dreyer, (714) 621-8287.
20-21; Science writing. "Communications Institute for Biomedical Scientists: Strategies for Writing Research Articles."
University of Tennessee, Memphis. Contact: Barbara J. Kuyper, (901) 528-5432.
20-22; Film. "Film, Individualism, and Community," national conference, Salisbury State University and Susquehanna University, Radisson Plaza Lord Baltimore Hotel, Baltimore, Contact: Ronald Dotterer, (717) 372-4199.
20-22: Philosophy. "Six Objectors to Desc

20-22: Philosophy. "Six Objectors to Descartes' Six Meditations." conference, Virginia Polytechnic Institute and State University, Blacksburg, Va. Contact: Roger Ariew or Marjorie Grene, (703) 231-4564

Roger Ariew or Marjorie Grene. (703) 231-4564.
20-22: Reading. "The Practice and Representation of Reading in Britaln: From the 14th to the 19th Century." international conference, Cambridge University, Cambridge, England. Contact: Cambridge Project for the Book, Malting House, Newnham Road, Cambridge CB3 9EY, England; (0223) 311066.
20-22: Walt Whitman. "Walt Whitman Fee-

20-22: Walt Whitman, "Walt Whitman Fac ing West: a Symposium on the Death of the Poet," California State University, Fresno, Cal. Contact: Jerome Loving,

Simon, (202) 429-0311, ext. 6.

22-24: Rund ralaing, "The Magic Relationship: Making the Non-Profit Profitable," seminar, institute for Charitable Giving, Denver Marriott-City Center Hotel, Denver. Contact: ICG, (312) 222-9757.

ver. Contact: ICG. (312) 222-9757.

22-24: Higher education. Annual meeting of the Commission on Institutions of Higher Education, North Central Association, Hyatt Regency Hotel, Chicago. Contact: Susan Van Kollenburg, North Central Association, 159 North Dearborn Street, Chicago 60601.

22-25: Conferences and events. Conference for college and university conference and events managers, Association of Conference and Events Directors International, Orlando, Fla. Contact: Ronna Love, (303) 491-5151.

22-27: Continuing education. "Leadership

and Grandpurents Programs: Creating Advancement and Support of Education

Omni Bilimore Hotel, Providence, R.I. Contact: CAST, (202) 328-5900. 23-24: Institutional advancement, "Special Events That Work," workshop, Council for Advancement and Support of Education, J. W. Marriott Hotel, Atlanta. Con

tion, J. W. Mitriott Fotel, Admina. Con-lact: CASE, (202) 328-5900.

23-25: Business officers. "Intermediate Fund Accounting," workshop, National Association of College and University Business Officers, Kansas City, Mo. Contact: NACURO, Professional Develop-Contact: NACUNO, Professional Develop-ment Department, (202) 861-2520. 23-27: Comenius. "Comenius's Heritage and the Education of Man for the 21st Century: Conference on the 400th Anni-versary of His Rirth," Churles and Come-nius Universities, Prague. Contact: Jo-seph F. Zacek, Department of History, State University of New York, Albany, N.Y. 12222.

tion for Networked Information Tust Force, Sheraton City Centre Hotel Washington, Contuct: Joan Lippincott (202) 232-2466, fax (202) 462-7849.

24-26; Welding, Annual convention, American Welding Society, McCormick Place East, Chicago, Contact, Aws, (305) 443-9353, fax (305) 443-7559.

26: Arotto. "Assembly on the Arctic." National Academy of Sciences and other sponsors. Washington. Contact: (202)

334-2138 25: Philosophy. Symposium on hedonis Rochester Institute of Technology, Rochester, N.Y. Contact: David B. Suits, College of Liberal Arts, Rochester Ins of Technology, Rochester, N.Y. 14623-

25: Student-suggess courses. Onc-day seminar on student-success courses. Cot-lege Survival Inc., Dallas, Contact; CSI, 2650 Jackson Boulevard, Rapid City, S.D. 57702-3474; (800) 528-8323, fax (605) 343-7553.

25-27: Computers. "National Net '92: Advancing the Lending Edge," national conference, RDUCOM, LOCKS L'Enfunt Plaza Hotel, Washington, Contact: ED-UCOM, (202) 872-4200, BILDET: NET-

Community Action: Agendas for To-day," national conference, National As-sociation for Public Health Policy, Sheraton Washington Hotel, Washington, Con-tact: Jo Lynn Reda, National Association of State Alcohol and Drug Abuse Direc-tors, Suite 642, 444 North Capital Street, N.W., Washington 20001; (202) 783-6868. 25-27: Ethics and business. "The Ethics of Business in a Global Economy." conference, Council for Ethics in Economics, Columbus, Ohio. Contact: Paul M. Mi-nus, CER, 125 East Broad Street, Colum-

bus. Ohio 43215. 25-27: Fund raining, "Workshop for New-comers in Development," Conneil for Advancement and Support of Education. Forum Hotel, Chicago, Contact: cast, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

25-28: Philosophy, Pacific-division re-ing, American Philosophical Associate Scattle, Confact: Anils Silvers, Phys. Pen D. McCormick, Director, Office d tomanonat 1935 and 1945 (1945) 122. Montclair State College. Up-g Montclair, N.J. 07043; (201) 893-

Seattle, Confact: Anila Silver, Phys. phy Department, Sun Francisco Str. University, Sun Francisco Str. 25-29: Arta. Annual conference, Intentional Association on the Fanishten Parts. Fort Lauderdide, Pla. Confact Donald Palumbo, English Departer Shippensburg University, Shippensburg, 17257; (717) 532-1495 or 1717, 24 6678. Figs. Annual spring conference.

Six Ingles. Annual spring conference.

Option of Teachers of English.

Option Contact: NCTE. 1111 Ken
Variation of English.

Option of Teachers of English.

Option of Teachers of English.

Gazette

#2 Higher soughtion. "Retrieving a region. Projecting a Future: Residen-6678.

26: Disabilities. "The American With Linbilities Act: Disabled People in Workplace and the Supervisor's Rokeonference. Tri-University Conson. On Disability Policy, Suffok Universe Boston. Contact: David Picifier. Decrement of Public Management, Suffok Liversity. Boston 02108-2770; (617) 53 út (6/6) 785-4181.

8.410.
28-27: Business and education. "Na Strategies in Educational Improsers and Workforce Preparation," 222-conference, National Association for it the Mistery Conference on the history of Christianity, American Society of Carl History and American Catholic Carlo History and American Catholic Carlo History Mister Manual American Catholic Carlo History Mister Manual American Catholic Carlo History Mister Manual Catholic Carlo History Mister Mister Manual Catholic Carlo History Mister Miste Rack History and American Catholic Research Association, Notre Dume, Ind. Contact: History Conference, Cushwi (ester, University of Notre Dame, 614 Reburgh Library, Notre Dame, Ind. dustry-Education Cooperation, Str., Inn., Buffalo, N.Y. Contact: Natr., Hendricks Boulevard, Buffalo, N. 14226; (716) 834-7047. #556; (219) 239-5441. 8-27: Higher education. "Cases, Ch

26-27: Institutional research. "Skill b the Future: Professional Developments Institutional Research, forum, Index Association for Institutional Reseat

Nashville, Ind. Contact: Kent Grumb

Butler University, Indianapolis 404 (317) 283-9526.

rector, Emerson College Library, Bencon Street, Boston 02116; (617)

3670. BITHET: MOSSOWITZIGENESS
26-27: Non-traditional education: "An Pathways to a Degree: Using Tedeories to Open the College." works
Annenberg/cps Project, Missia;
State University, Starkville, Miss (or
tuct: Robert B. Leiter, Dean, Missia;
Cout. Missia; Degrees and Missia; Control of the College."

State University, P.O. Drawer 5247.15

sussippi State, Miss. 39762-5247; #

n Chair, "annual conference of consty-college chairs and instructional cers. National Community College Constant (40) 8

Academy, Phoenix, Confact: (602)

26-28: Aesthetics. Division ment American Society for Aesthelics. B College. Annundate-on-Hudson, K

Contact: (914) 758-6822, ext. 270

College, Anni

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on October 23-24, 1992

at the Campus of Duquesne University

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Our main theme is:

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A Comparative View of

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PROPOSALS ARE NOT LIMITED TO OUR MAIN THEME!

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Professor Michael Kammen, Cornell University

Professor Stephen Fischer-Galati, University of Colors

Send your proposals, with a short summary and a resume to:

26TH ANNUAL DUQUESNE UNIVERSITY

26-28: Administration. "The Trick to B

#28: Langston Hughes, "Lungston Hughes: the Man and the Writer," conroom Research, and Conversations & the Teaching/Learning Communication ference, Lincoln University and Nutional Followment for the Humanities, Lincoln University, Pa. Contact: (215) 932-8300, annual colloquium on undergrad... teuching and learning. Massachustr Bay Community College, Welleyla Hills, Mass. Contact: Elizabeth Fulca. Massachusetts Bay Community College 50 Oakland Street, Wellesley Hills, Man

02181; (617) 237-1100, ext. 146, fat (6);

Ga. Contact: Wallace B. Eberhard, Depatient of Journalism, University of
Georgia, Athens, Ga. 30602; (404) 542993 or Greg Lisby, Department of Companication, Georgia State University,
Athan 3030; (404) 651-3200.

Micon Woman's College, Lynchburg, Va. Contact: (804) 846-9689.

kge. Hyatt Regency Hotel. Phoenix. ton Recentive Directors West Annie Community College 1833 West Sonhern Avenue, Messa, Ariz. 18302; (602) 461-7804, fax (602) 461-7805, 1848: Personel, "Benefits Update." protestional-development program, College and University Personnel Association. Community Personnel Association. 1840 (2014) 1841 (2014)

#49: Cultural studies. "Textual Technologies: Text. Image, and History—a Con-frence on the Historicity of Culture and

**As Higher education. "Re-Forming the Major: Principles. Practices. and Polish," regional conference. Association of American Colleges. Chicago. Contact: Domas leads.

of American Colleges, Chicago. Contact:
Donas Jeavons. Associate Director of
hogans. Acc. 1818 R Street. N.W.
Washington 20009; (202) 387-3760.
The Business officers. "OMB A-133." workkep, National Association of College
and University Business Officers. Kanwickly, Mo. Contact: NACUBO. Profeskeal Development Department. Suite
30. One Dupont Circle, Washington
305; (202) 861-2520.
Talk Business and white-

1861-2520. (202) 861-2520. (202) 861-2520. (202) 861-2520. (202) 862. (202) 8

Music Society, Richmond, Va. Contact: CMS. 202 West Spruce Street, Missoula, Mont. 59802; (406) 721-9616. 27-28: Philosophy, Meeting, West Virginia

Philosophical Society. Morgantown W.Va. Contact: Fred Seddon, Philosophy Department, Wheeling Jesuit College, Wheeling, W.Vz. 26003.

lege, Wheeling, W.Vs. 26003.

27-29: Interdisolplinary studies. "1492-1992: Columbus Rediscovered," symposium, Slippery Rock University, Slippery Rock, Pa. Contact: Hannah C. Zinni, Deputement of Modern Languages and Cultures, Slippery Rock University, Slippery Rock, Pa. 16057; (412) 738-2402.

27-29: Philosophy, Meeting, American Catholic Philosophical Association, Sand Diego, Contact: Therese Drunt, School of Philosophy, Catholic University of

Diego. Contact: Therese Druart. School of Philosophy, Catholic University of America, Washington 20064.

27-29: Sexual orientation and the media. "Constructions of Lesbian. Bisexual, Gay Identities in the Popular Media." symposium, Swarthmore, Pa. Contact: Daniel Smartt, Art Department, Swarthmore College, 500 College Avenue, Swarthmore, Pa. 14081; (215) 328-8119.

27-29: Socio-economics. Annual confer-27-29: Socio-economics. Annual conference. Society for the Advancement of So-

rt. 261-22h Languages, Annual meeting, South-set Conference on Language Teaching, gen. Confact: Jan Herrera, 10724 Tun-ged. Northglenn, Colo. 80234; (303) 452-

open for Education in Journalism and

of the Academic Library," springcode Atanta 30303; (404) 651-3200. ence. New England Chapter of Avoca \$20. Pearl Buck, "The Pearl S. Huck tion of College and Research Library England Symposium: Huilding Bridges Buckers Asia and America," Rundolph Buckers Asia and America, "Rundolph Wenner's College, Lynchburg unity colleges. Nutions

conference of community college chairs, National Community College Chair Academy and Maricopa Community Col-Bah. Contact: Lucia Cretella or Karen Si-mon, Cupa, Sulte 503, 1233 20th Street, N.W., Washington 20036; (202) 429-0311.

ett. 6.
28-26: Science. "Physical Cosmology."
rebeguium, National Academy of Sci-sacs. Irvine, Cal. Contact; (202) 334-338 or Roberta Bernstein, (312) 702-

resease on the Historicity of Culture and its Technical Means of Production.

Tens A&M University, College Station.

Tex. Contact: Jeffrey N. Cox. InterdisciPlany Oroup for Historical Literary Study, Department of English, Texas
A&M University, College Station, Tex.

7831; (499) 845-3451.

Ros. Kan. 66045.

Ros. Feelities. "Residence-Hall Sufety ad Security," workshop, Association of lumational Minneapolis Marriott Hossis Southwest, Minneapolis Contact: Lig. Clemon University, 200 Mell Hall, Casson, S.C. 28634-4075; (803) 656-2428 Pacet.

cio-Economics, University of California, Irvine, Cal. Contact: SASF, 714H Gelman Library, 2130 H Street, N.W., Washington 20052; (202) 994-8167.

27-29: Teaching, Workshops on teaching writing and thinking, Bard College, Annandale-on-Hudson, N.Y. Contact: Judi Smith, 1914; 758-7484. 28: Adult education. "Adult Teaching Trends." conference, Northeastern University, Boston, Contact: (617) 437-2425.

28-29: Critical thinking, "Critical Thinking Teaching Strategies," regional institute, Foundation for Critical Thinking, Denver. Contact: Center for Critical Think-ing. Sonoma State University, Rohnert Park, Cal. 94923; (707) 664-2940. 28-29: Medieval studies. "Jewish-Chris-tian Encounter in the Middle Ages: the

Psalms, 'symposium, Marquette Univer-sity, Milwaukee. Contact: Steven Taylor, (414) 288-6309. (414) 288-6309.

29-31: Business officers. "Forum on Rightsizing." National Association of College and University Business Officers. St. Louis. Contact: NACUBO, Professional Development Department, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520.

a Risser, Associate Professor of English. Onondaga Community College, Syra-cuye, N.Y. 13215; (315) 469-2424.

29-31: fund raising. "Seize the Opportunity," seminar, Institute for Charmable Giving, Washington Marriott Hotel. Washington, Confact; 16.6. (312) 222-9757, fax (312) 222-9411. 29-April 1: Student personnel. Annual con-

ference, National Association of Student Personnel Administrators, Cincinnati-Contact: (202) 265-7500. 30-31: Business ethics. "International Perspectives on Business Ethics." conference, Bentley College, Waltham, Mass. Contact: Judith Kumm, Center for Business

Contact: Judith Knmm, Center for Business Ethics, (617) 891-3433.
30-31: Business and higher education.
"Delivering Education and Training to Business and Industry," conference, College Board, Washington. Contact: Elena K. Morris, Conference Director, Office of Adult Learning Services, College Board, 45 Culumbus Avenue, New York 10023; (212) 713-8101.

29-31: Dovelopmental education. Annual symposium on developmental education. New York College Learning Skills Association, Ellenville, N.Y. Contact. Harba-Donna McKenna, 1990, 209 Cooper Avenue, Upper Montclar, N. J. 07043; (800) 882-8684 or (201) 783-4403.

30-April 1: Education, "Creating the Quali-

ly School," conference. University of Oklahoma, Norman, Okla, Contact: Ed-

Oklahoma, Norman, Okla, Conlact: Ed-ward Chance, Director, Center for the Study of Small/Rural Schools, Universi-ty of Oklahoma, 555 Constitution, Nor-man, Okla, 73037-0005; (405) 325-1711. 20-31: Environment, "A Forum on Central Europe: an Environmental Research and Education Agenda for Urban Settlements, and Sustainable Development," Associa-tion of Rig & Holyercities, Kanas, State

and Sustainable Development," Association of Big 8 Universities, Kansas State University, Manhattan, Kan, Confact: (913) 532-5569 or (800) 432-8222.

30—April 2: Student loans, "Student-Loan Management and Collections," workshop, National Association of College and University Business Officers and National Association. and Onversely Pusiness Officers and Na-tional Association of Student Financial Aid Administrators, 5t. Louis, Contact: NACUBO, (202) 861-2520. Continued on Following Page

CONFERENCES

The Twelfth Annual International Conference on

CRITICAL THINKING & EDUCATIONAL REFORM

Cultivating the reasoning mind: Teaching, Testing, Standards, and Assessment

Center for Critical Thinking & Moral Critique at Sonoma State University
August 9–12, 1992

"It simply will not do for our schools to produce a small elite to power our scientific establishment and a larger cadre of workers with basic skills to do routine work. Millions of people around the world now have these same basic skills and are willing to work twice as long for as little as one-tenth our basic wages. To maintain and enhance our quality of life, we must develop a leading-edge economy based on workers who can think for a living. If skills are equal, in the long run wages will be too. This means we have to educate a vast mass of

people capable of thinking critically, creatively, and integrinal vely."

Donald Kennedy, President, Stepford University
in a letter sent to 3 1990 college and university presidents

"Thought and content are not antagonists but inseparable partners. There is no such thing as thinking about nothing. When we think about nothing we are not thinking. Thinking requires coptent, substance, something thought about. On the other hand, content is parasale upon thinking, It is discovered, created, by thought, Analyzed, synthesized, by thought, Organized transformed, by thought. Accepted, rejected, by thought. To teach content without regard for student thinking is to prevent this content from being transformed, in the mind of the student. into Knos ledoe

Grident Thinking: What Every Pertiral Needs to Survive in a Repully Changing World

FEATURED SPEAKERS INCLUDE:

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President Entering, The College Board MICHAEL SCRIVEN
GEORGE HANFORD
MATTHEW LIPMAN
SHARON BAILIN
ALAN SCHIGERSHAIN
ALAN SCHIGERSELD

PERRY WEDDLE
GERALD NOSICII
JOHN CLAFFEE
VINCEATR RUIGIERO
CAROL TAVRIS
ANGEL VILLARINI
EINVARD DAME
NICHOLAS BAILIN
University of Manhora, Author of Achieving Extraordinary Hings, Specialist in Critical Thinking in Mathematics
University of California, Berkeley, Author of Mathematical Problems Noticing. Specialist in Critical Thinking News
University of New Orleant Specialists in Injectioning Critical Thinking into Subject Might Instruction
Author of Storing Year Child's Milled and Teaching Critical Thinking into Subject Might Instruction
CAROL TAVRIS
ANGEL VILLARINI
LIUVersity of Puero Ricc, A Leader in an Education Critical Thinking Across the Entry of Puero Ricc, A Leader in an Education Release in Pueros Ricc
WENDY OXMAN-MICHELLI
SUSAN HALES
WENDY OXMAN-MICHELLI
CHARLES BLATZ
MARK WEINSTEIN
ROBERT SWARTZ
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Two-Day Intensive Pre-Conference Sessions, August 7 & 8

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How to Integrate Critical Thinking into Professional Education
How to Facultate Departmental Involvement in Change
How to Design Programs in Critical and Analytic Writing

· How to Use Learning Centers to Foster Critical Thanking

How to integrate Critical Thinking into Interdiscs
How to Minjinize Fragment in Critical Interdiscs
How to Set, Up Programs in Critical Thinking
How a Assess Critical Thinking
Critical Trinking as a Regulational
How Administrators Can Play a Creatal Role
REC

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of Northern California.

\$150 for each additional person Write for Discount Rate for Registration Paid by June 15, 1992 Make Checks Payabla to: SSU Academic Foundation

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Sonoma State University Robnert Park, CA 94928

Center for Critical Thinking and Moral Critique

✓ Conference Registration Fees

Held in the Beautiful Sonoma/Napa Wine Country

REGISTRATION

near San Francisco.

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Coming Events

Continued From Preceding Page 30-April 2: Computers. Symposium on par-allel processing. Association of Computing Machinery and other sponsors, Beverly Hills, Cal. Contact: Larry Canter Computers Systems Approach Inc., Suite II, 1140 South Raymond Avenue, Fuller-ton, Cal. 92631; (714) 738-3414. 30-April 3: Science education. Conference

on science education, Gordon Research Conferences, Doubletree Hotel, Venturu. Cal. Contact: Gordon Research Center, University of Rhode Island, Kings-lon, R.I. 02881-0801; (401) 783-4011 or (401) 783-3372, fax (401) 783-7644. 31-April 1: Student recruitment. "Recruit ing the Adult Student," workshop, Coun-cil for Advancement and Support of Education, Chicago. Contact: (202) 328-5900.

31-April 4: Social Issues. "The Voyage

playment, Diversity, and Partnerships. annual conference, SFR-Johs for Progress International, Dallas, Contact: Joe R. Cumpos or Daniela Kato, (214) 541-0616.

Deadlines

k symbol (*) marks items that have na appeared in previous issues of

April 1: Community service. Applications for two-year fellowships under the Southern Community Partners Program, Contact:

Southern Community Partners Program. (919) 683-1840.

April 1: Engineering and government. Applications for participation in the American Society of Mechanical Engineers' Feder-Society of Mechanical Engineers Federal Government Fellowship Programs, in which fellows work with the staff of a Congressional committee, U.S. Senator or Representative, in the White House Office of Science and Technology Policy, or in the U.S. Commerce Department's Technology Administration during 1992-191 Control Pagnels Regroy, (202) 785-3. Contact: Pamela Roznoy, (202) 785-3756, fax (202) 429-9417.

April 1: Adult education. Applications for fellowships for research on "Adult Learning, Assessment, and Reflection." Contact: Judy Remington, (518) 587-2100, ext. 287. April 1: Africa. Applications for short-term fellowships for research in West Africa, in any discipline. Contact: Sheri Price. Council of American Overseas Research

script Librarian, American Philosophica Society Library, (215) 440-3409. April 15: Engineering and science. Applica

CALL FOR PAPERS

School of Visual Arts Sixth Annual

National Conference

EDUCATION OF ARTISTS

October 15-17 - The Drake Hotel - New York City

Registration \$225, After September 24, \$235

HIS conference will provide a national forum for the ex-

change of ideas and information on the role of liberal

arts in the education of artists. Participants are invited from

art colleges, universities and other institutions that have an

interest in educating artists. A wide variety of topics are

welcomed including the role of liberal arts in the education

of artists; art programs in a university context; art students

and their educational needs; teachers and teaching; academic

areas (e.g. sociology, psychology, history, etc.) and art edu-

cation; liberal arts and art careers; administrative issues as

well as other topics. In particular, the conference welcomes

Please forward a 200 word as well as publication-ready

50 word abstract by April 19, 1992 to:

Laurie Johenning, Humanities and Sciences Department

School of Visual Arts **QQ** 209 East 23rd Street

New York, NY 10010-3994 (212) 679-7350 ext 441, FAX (212) 725-3587

CALL for PAPERS

"Value in American Wildlife Art" Forum

Roger Tory Peterson Institute

Jamestown, New York • September 18-20

The Roger Tory Peterson Institute of Jamestown, New York, is seeking papers for a session, "Where Does Wildlife Art Go from Here?" This session will be part of a national forum entitled "Value in American Wildlife Art."

For the past four years, the Roger Tory Peterson Institute has sponsored an annual

forum to explore important contemporary issues associated with nature studies and nature education. Because art has both shaped and fulfilled our understanding of

nature, and because wildlife art, in particular, is central to this understanding, the Institute designated wildlife art as the general topic of its 1992 forum. Like previous

forums, this one will be directed toward identifying and articulating value in nature study and education, as means of providing focus as well as celebrating America's quincentenary, this forum will deal specifically with American wildlife art. The forum is held in conjunction with the 32nd annual exhibition of the Society of Animal Artists, Inc.

papers that focus on art as one of the liberal arts.

ON LIBERAL ARTS

summer internships from graduate stu-dents in the humanities or social sciences

who are interested in enteers as archivists

or librarians in special-collections re search libraries. Contact: Beth Carroll

Horrocks, Assistant Librarian and Manu

Centers, Suite 3123, 1100 Jefferson Drive, S.W., Washington 20560. April 1: Black studies. Applications for the doctoral research associateships a residence at federal agencies or research stitutions. Contact: Associateships (Contact: Associateships (Contact: Associateships (Contact: Associateships (Contact: Associateships) and Engineering Personnel, National, search Council, 2101 Constitution Annue, N.W., Washington 20418; fat (2) 334-2759. Letitia Woods Brown Graduate Fellow ship in African-American History and Culture, Contact: Graduate School of Arts and Sciences, George Washington University, (202) 994-6210.

April 1: Humanities. Applications for fellowships for Spring 1993. Contact: Virginia Center for the Humanities, (804) 924-3296.

April 1: Research libraries. Applications for

7 to be held in June in Francescon.
C204. Debra Dagavarian. Director.
W. ad Institute, Thomas Edison State
Cites. 101 West State Street. Trenton.
91 (808-1176; 1609) 984-1141. April 15: German studies, Applicant tellowships for resident summers search. Contact: American Instance, Contemporary German Studies 12: Hopkins University, Suite 350, 116, pont Circle, Washington 20036;12(2): 9312.

April 15: Health physics. Application faculty members in health physics and faculty members in health physics and lated technical areas for awards for search in applied health physics. Corp. Health Physics Faculty Research Ass. Program. Science / Engineering Eduction Division. Attention: Rhoods 5.3 van. Oak Ridge Associated Universal P.O. Box 117. Uak Ridge, Tenn. Fig. 0117; (615) 576-1087. Scales, Winterthur Museum, Garden, and Library, Winterthur, Del. 19735. April 15: International studies. Application teachers of Spanish for summer

Liver Standard Meeting of the Asso-tation for the Study of Afro-American Liver History, to be held in October in Kinsas City, Mo. Contact: Edward Beas-ky, 1816) 932-7600, ext. 728. lowships for study in Spain. Contact Fischer, Global Campus, 106 Nicht. Hall, 216 Pillsbury Drive, S.E., United Mel ir Computers. Proposals for possible pesentations at "Supercomputing '92." a conference to be held in November in ty of Minnesota, Minneapolis 3455 April 17: Education research, Application individuals for fellowships for Montapolis, Contact: Suran Cross, (303) 67-1133, 5092INFO@PNCAR.UCAR.I.DU Search in the Department of Educator of the Coffice of Educational Research and Is provement. Contact: Jeffrey Gare Department of Education, Office of Education, Office of Education, Office of Education and Improvement Room 615. 555 New Jersey And Radille, 16031 967-9238. cational Research and Improverse Room 615, 555 New Jersey Arta S.W.. Washington 20208-5647; 120135 2243. (For further information, settle Jan 1: Brammar, Proposals on the theme rice reachings at a conference, to be held in lune in Williamsport, Pa. Contact: Ed Vara, Pennsylvania College of Technol-ogr, (717) 326-3761, ext. 7736. cral Register, February 7, Pages 4.39.

and is international education. Proposals on the theme "Higher Education Reform a Europe and America" for possible pre-April 1: Humanities. Applications for pa for higher-education programs in be scalations at a conference of the American Association of University Adminis manifies. Contact: Division of Educ Programs. National Endowment Humanities, (202) 786-0380.

April 1: Humanities. Applications forgeto conduct institutes in the humanituring summer 1993. Contact: Nice

tional organizations and learnedso for grants to enable American schi

pursue research in the United State

abroad on foreign cultures and loa rate with foreign colleagues. Con National Endowment for the Hunz

(202) 786-0204.

April 3: Bilingual education. April for grants under the Developmental gual Education Program. Contact curro Lara or Rebecca Richey, by

ment of Education, 400 Marshalls nuc. S. F., Room 5086, Switzer Bah Wushington 20202-6641; (202) 1349 (For further information, see Ref. Register, January 30, 1992, Pages 34

April 16: Women. Applications for so grunts for postdoctoral research shift Henry A. Murray Research Ceatt, 18

Honal repository of social- and behavior al-sciences data for the study of he

Street, Cambridge, Mass. date 493-8140.

April 20: Black colleges or grants from black colleges for grants from black colleges for grants from black colleges for grants from port research and the exchange disk mution. Contact: Leslie Mills. (80) 8, 705-4. (For further information, 98 farmers Recletter, February 21, Pages 87.

erul Register, February 21, Pages

April 24: Metrology. Applications us Metrology Education Equipment Program. Contact: Doris White, Bri Sharps. Manufacturing Commun.

Program. Contact: Doris Watte.
Sharpe Manufacturing Compay. Starpe Manufacturing M

New Jersey Avenue, S.W., Washing 20208-5571; (202) 219-1871. (For India)

April 1: Continuing education. Application for participation in the institute for participation in the institute for the following the followi

Harvard Graduate School
(617) 495-3572.
April 3: Management. Applications for
ticipation in the Institute for Educated
ticipation in the Institute for Educated
bridge. Mass. Contact: Institute for
cational Management. Harvard Under
cational Management. (617) 495-371.
School of Education. (617) 495-371.
April 6: Administration. Application is
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women in higher-education
women in higher-education
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Mawr. Pa. Contact: Belsy Metaer,
bistant Director, Higher Education
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icipation in a summer institute in in higher-education administra

partment of Education, Room

ruary 11, Page 4,994.)

traiors, to be held in Innsbruck, Austrin in September. Contact: Virginio L. Piacci, (708) 534-5000. April 1: Phenomenology. Papers on the theme "Allegory Old and New: Creativ-ity and Continuity in Culture," for possi-Endowment for the Humanities, April 1: Humanities, Applications fr

ble presentation at an international con-ference on phenomenology, to be held in fuse in Luxembourg. Contact: A-T. Ty Jude in Luxembourg. Confluct: A-1. 1ymieniecka, (617) 489-3696.

April 1: Phenomenology. Pupers on the
theme "Chronos and Kairos: the Propitious Moment in Creativity. the Passions,
and Intentionality." For pussible presentation at a conference of the World Pherepresented Institute to the Mortal Phe-

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dure. Damestic Space, and Family late. Damestic Space, and Family late. for possible presentations at a con-

frence to be held in October in Winter

to. Del. Contact: Office of Advanced

o be held in June in Princeton, N.J.

nomenological Institute, to be held in May in Messene, Greece, Contact: A-T. Tymicsiecks, (617) 489-3696.

April 6: Rhetoric and composition. Proposition as for possible presentations at a conference on rhetoric and composition, to be held in July in State College, Pa. Contact:

Beta in July in State College, Pa. Contact:
Davida Charney, Department of Unglish,
Peansylvania State University. University Park, Pa. 16802.
April 201 Africans. Papers on issues facing
Africans in North America for possible
presentations at a conference, to be held
in May in Savannah, Ca. Contact: Jn A.
Jahannes, Chair. Pan African Movement.
U.S.A. Box 20059. Savannah State College, Savannah Ga. 21404. (2012) 366-

over time with a special focute abirst of women. Contact: Murray Resolution of women. Contact: Murray Resolution of women. Contact: Murray Resolution. Ass. 2005. Savannah. Gr. 31404; (912) 356-Center, Rudcliffe College, 10 Geo. 208.

Street, Cambridge, Mass. 0218; 66 April 10: Assessment. Proposals for possible recentions of an intersectional conble presentations at an international confrence. "Assessing Quality in Higher Education." to be held in July in Enschede, the Netherlands. Contact: Trudy W. Banta. Director. Center for Assessment Research and Counter and Counter and Counter States. Research and Development, 1819 Andy

Research and Development, 1819 Andy Holt Avenue, Knoxville, Tenn. 37996-439; fax (615) 974-2712.

Apil 20 fillnole. Proposals for possible presentations at an annual symposium on Illinols history, to be held in December in Springfield, Ill. Contact: Norcen O'Brigh-Davis, Office of Research and Educa-

tion, Illinois Historic Preservation Agen-cy, Union Station, 500 East Madison Street, Springfield, Ill. 62701; (217) 785-7952.

April 15: Communal societies. Proposals o the theme "Utopian Communities: Rural and Urban Potterns of Settlement and Life," for possible presentations at the annual conference of the Communal Studies Association, to be held in Octoher in Nauvou, Ill. Contact: Robert Sut-ton, Department of History, Western Illinois University, Macomb, Ill. 61455; (309) 298-1053.

April 15: Communication. Proposals on the theme "Change, Diversity, and Communication." for possible presentations a the annual convention of the Florida Communication Association, to be belo in October in Key Biscayne, Fla. Con-tact: Becky Mulvaney, Department of Communication, Florida Atlantic University, Boca Raton, Fla. 33431.

April S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

April 15: Folklore. Proposals on the theme "Transnational Articulations: Critical Perspectives From Folklore." for possible presentations at the annual med the American Folklore Society, to be held in October in Jacksonville, Fla. Contact: Gregory Schrempp or Sue Tuohy, Folk-lore Institute, 514 North Fess Street, Indiana University, Bloomington, Ind. 47405; (812) 855-1027.

April 15: Literature. Manuscripts on the theme "Helene Cixous as Critic" for pos sible publication in Lit: Literature, Inter pretation Theory. Contact: Lee Jacobu and Region Burreen, Department of Eng lish, U-25, University of Connecticut Storrs, Conn. 06268.

April 15: May Sarton. Papers for possible presentation at a conference on the life and work of May Sarton, to be held in

and work of May Sarton, to be held in June in Portland, Mr. Contact: Anne G. Arsenault, Cominuing Studies, Westbrook College, 716 Stevens Avenue, Portland, Mr. 04103.

**April 17: Education, Proposals on the theme "Redefining Education: Creative Solutions Through Partnership and Collaboration," for possible presentations at the appeal question of the Northeast Rethe annual meeting of the Northeast Re-gion Association of Academic Affairs Administrators, to be held in November in Baltimore, Contact: Eugene A. Peter-man, Assistant Deon, Bryant College, 1150 Doughts Pike, Smithfield, R.I. 02917; (401) 232-6308.

April 20: Writing. Proposals for possible presentations at a conference on basic writing, to be held in October in College Basic Action of the Park, Md. Contact: Carolyn Kirkpatrick Department of English, York College of City University of New York, Januaica, N.Y. 11451; (718) 262-2470, fax (718) 262-

sthellos. Papers on the theme "Santeria Aosthouge. Papers on the theme "Santeria Aesthetics in Contemporary Latino Art." for possible presentation at a symposium, to be held in August in Atlanta. Contact: Arturo Lindsny. Spelman College, De-partment of Art. Box 296, 350 Spelman Lane, S.W., Atlanta 30314-4399; (404) 222,253

Computers. Proposals on the theme "Computers on Campus," for possible presentations at a conference, to be held in November in Columbia, S.C. Contact: Computers on Campus, University of South

Carolina, Division of Continuing Education, Suite 200, 900 Assembly Street Co. lumbia, S.C. 29208; (803) 777-9444 (803) 777-2260, fax (803) 777-9357.

iltural atudies. Proposals on the then "The Americanisation of Culture." for be held in September in Swansen, Wales Contact: Candida Hepworth, American Studies Centre, University of Wales, Swansea SA2 8PP, Wales, United King-dom; fax (011) 44-792-295719.

Engineering. Proposals on the theme "The Fitture of Precision Engineering and Me-chatronics in Teaching, Research, and Application," for possible presentations at an international composition to be both at an international symposium, to be held n September in Vienna Contact: Mark Fritz, Department of Precision Engineer-ing and Mechatronics, Technical Univer-sity of Vienna, Gusshausstrasse 27, A-1040 Vienna. Ethies, Proposits for articles for publica-tions of The Internal of Information Filia.

tion in The Journal of Information Ethics. Contact: Robert Hauptman, Editor, The Journal of Information Ethics, St. Cloud State University, St. Cloud, Minn. 56301; (612) 255-4822.

Minorities. Proposals on the theme "The Minority Student Today: Recruitment, Retention, and Success," for possible presentations at a conference, to be held in October in San Antonio, Contact: Miin October in San Antonio, Conduct: Minority Student Today Conference, University of South Carolina, Division of Continuing Education, Suite 200, 980 Assembly Street, Columbia, S.C. 29208; (803) 777-9444 or (803) 777-2260, fax (803) 777-9357.

sible presentations at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action, to be held in October and November in New Haven, Conn. Contact' AR-NOVA, Route 2, Box 696, Pullman, Wash.

Religious studies. Proposals for possible presentations at the annual conference of the North Carolina Religious Studies Asthe North Carolina Religious Statutes As-sociation, to be held in October in Wil-son, N.C. Contact: Herman Thomas, De-purtment of Religious Studies, University of North Carolina, Charlotte, N.C. 28223: (704) 547-4598, or Jon Young, Col-State University, Fayetteville, N.C. 28301-4298; (919) 486-1681.

 March 21: Non-profit sector. Proposals to conduct empirical research on the com-mercial activities of non-profit corpora-tions. Contact: Laura Landy, Director. tions. Contact: Laura Langy, Director, Initiative on Nonprofit Entrepreneurship, Center for Entrepreneurial Studies. New York University, 90 Trinity Place, New York 10006.

Varch 31: Administration. Doctoral dissertions in the second statement of the second statement of

tutions accepted between July 1, 1990, and June 30, 1991, focusing on crucial issues in the administration of institutions of higher education for consideration for awards from the American Association Contact: H. J. Zoffer, Joseph M. Katz Graduate School of Business, University of Pittsburgh, Pittsburgh 15260; (412)

648-1556. April 1: Folklore. Monographs published within the past two years for consideration for the Chicago Folklore Prize.
Contact: Department of Germanic Languages and Literatures. University of Chicago, (312) 702-8494.

Chicago, (312) 702-8494.

April 13: Faulities. Applications for new awards under the College Facilities Loan Program. Contact: John D. Adams or Anne S. Young, Department of Education, 400 Maryland Avenue, S.W., Room 3022. ROB-3, Washington 20202-5339; (202) 708-9417 or (202) 708-9421. (For further information, see Federal Revisier. see Federal Register ther information, see February 6, Page 4,686.)

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